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ABSTRACT

Conducted as part of a part of the overall equal employment opportunity program under Executive Order 11478, this report contains data based on a world-wide census of minority group employment in the Federal Government as of November 30, 1970. Intended primarily for use by those who manage the Federal civilian work force, data are included for Negroes, Spanish-surnamed persons, American Indians, Orientals, Aleuts, and Eskimos. Some highlights of the study are: (1) Net minority employment increased by 4,527 jobs between November 1969 and November 1970 despite a decrease in total Federal employment; (2) Minority groups accounted for nearly half of the net increase in employment at GS-9 and above; (3) At grades GS-5 through GS-8, minority employment increased by 5,497 jobs; and (4) Negroes, Spanish-surnamed Americans, American Indians, and Oriental Americans held 505,035 full-time Federal jobs in November 1970 as compared to 500,508 in November 1969. Several data tables, which comprise most of this report, are appended. (SB)

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MINORITY GROUP EMPLOYMENT IN THE FEDERAL GOVERNMENT

NOVEMBER 30, 1970

Prepared by

U.S. CIVIL SERVICE COMMISSION

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INTRODUCTION

Background

Minority employment surveys in the Federal Government are conducted as a part of the overall equal employment opportunity program under Executive Order 11478 issued by the President on August 8, 1969. This Order places renewed emphasis on the Government's commitment to provide equal opportunity in employment for all persons, regardless of race, color, religion, sex, or national origin.

Under the leadership of the Civil Service Commission, heads of departments and agencies are directed by Executive Order 11478 to:

- Provide adequate resources to positively administer the equal employment opportunity program.
- Recruit job candidates from all sources.
- Fully utilize the present skills of employees.
- Improve and maximally utilize employee potential to enhance upward mobility.
- Train and advise supervisors to assure understanding and implementation of the Executive Order.
- Participate in community efforts to improve conditions which affect employability.
- Implement a system for periodically evaluating the effectiveness with which the policy of the Order is being carried out.
- Encourage informal resolution of employee problems through equal employment opportunity counseling and provide for prompt, fair, and impartial processing of complaints of discrimination.

Coverage

Data in this report are based on a census of minority group employment in the Federal Government as of November 30, 1970. The census included Negroes, Spanish-surnamed persons, American Indians ,Orientals, and in Alaska, Aleuts and Eskimos. Geographically, the survey covered all states (except Hawaii), foreign countries, and United States territories (except the Commonwealth of Puerto Rico). Foreign nationals overseas were excluded, as were all Federal civilian employees not in a full-time status as of November 30, 1970.

Like its predecessors, the first of which appeared in 1961, this report is intended primarily for use by those who manage the Federal civilian work force. It is hoped, however, that it will prove useful to those without managerial responsibility but who are concerned with the nature of and

changes in the composition and structure of the Federal work force. The statistical data and analyses presented herein are directed at such questions as: What is the extent of minority group representation in Federal jobs in major urban areas (i.e., SMSA's)? How does the distribution of minority employees within the various pay systems compare with that of non-minority employees? What have been the growth rates for minority and non-minority employees in the larger Federal agencies during recent years? Is there evidence of upward mobility among minority group employees?

It is hoped that the data contained herein will provide answers to at least some of the questions raised above and to such others which naturally arise in connection with a census of this type. Toward that end, minority employment data are shown by agency, Civil Service Region, state (except Hawaii), and for 75 selected Standard Metropolitan Statistical Areas (SMSA's).

Determination of Minority Group Status

Minority group designations are based on the visual observations of the supervisors, and their knowledge of what each employee considers himself to be, or is regarded to be in the work environment or the community. While the limitations of this procedure are recognized, it is considered to be among the best of those adjudged to be both operationally and economically feasible.

Availability of Survey Results

The present report, as well as those for earlier years, are available for reference in the Civil Service Commission library, as well as in Government depository libraries, and other libraries throughout the Nation.

SIGNIFICANT PROGRAM CHANGES SINCE 1969

ADDED IMPETUS GIVEN TO EQUAL EMPLOYMENT OPPORTUNITY FOR SPANISH SURNAMED

In November 1970, the President gave added impetus to the overall equal employment opportunity effort when he announced a sixteen-point program to assist Spanish-surnamed American citizens interested in joining the Federal civilian service. The White House Press Release is reprinted below.

> The President today announced the initiation by the Civil Service Commission of a sixteen-point program to assist Spanish-speaking American citizens who are interested in joining Federal civilian service.
>
> This program is a follow-up to the statement the President made in his July 30 press conference in Los Angeles welcoming interested and qualified Spanish-speaking persons who have an interest in Federal employment.
>
> The sixteen steps which Civil Service Commission Chairman, Robert E. Hampton, will begin immediately to undertake are as follows:
>
> 1. Appoint a full-time official in the Civil Service Commission who will provide advice and assistance on matters relating to Spanish-surnamed population to assure full application of the EEO program in all Federal agencies to this group.
>
> 2. Begin an intensified drive to recruit Spanish-surnamed persons, particularly for identified public contact positions, in areas of heavy Spanish-speaking population, including the Southwestern states and in Chicago, Detroit, and New York, and certain other major metropolitan areas.
>
> 3. Use specialized recruitment teams, to include Spanish-speaking persons, for college recruitment, particularly at colleges with heavy Spanish-speaking enrollments.
>
> 4. Begin work immediately with OEO, DHEW, HUD, Labor to find ways to enhance opportunities at all levels for Spanish-surnamed Americans in programs dealing with the Spanish-speaking population as well as in other programs and in key occupations.
>
> 5. Step up recruitment for Cooperative Education Program at colleges with significant numbers of Spanish-speaking students to permit entry from FSEE registers without necessity of written examination.
>
> 6. Emphasize to Federal agencies availability of selective placement on bilingual basis so Spanish-speaking persons may be reached for appointment to positions dealing with the Spanish-surnamed population.

7. Hold an EEO conference of Federal managers and equal opportunity officials in the Southwest designed to assure equal opportunity for Spanish-speaking persons in employment and upward mobility in Federal agencies.

8. Develop plans for Federal agencies under CSC area office leadership to work with high schools in Spanish-speaking areas to make known job opportunities in the Federal Government and to counsel and to encourage students to stay in school.

9. Hire for summer employment in Federal agencies high school and college teachers from schools serving Spanish-speaking students to give them understanding of the Federal Government which they can relate to students.

10. Make special effort to inform Spanish-surnamed veterans of availability of non-competitive appointments for Vietnam Era Veterans including GS-5 level.

11. Require Federal agencies to review their EEO action plans and minority employment figures and make any necessary revisions to assure the full applicability of the plans to Spanish-surnamed population.

12. Review with agencies staffing of EEO program to make sure that there is understanding in the program of the special problems of the Spanish-speaking.

13. Provide additional training programs on EEO and personnel management for Federal managers in areas of Spanish-speaking population.

14. With the Department of Labor, explore the feasibility of establishing an Intergovernmental Training Facility for upward mobility and skills training for Federal, state, and local careers in the Southwest, probably in San Antonio.

15. Collect necessary data and broaden analysis of minority statistics to bring out special information relating to employment and upward mobility of Spanish-surnamed persons in the Federal Government.

16. Require EEO reports from agencies to reflect special information on Spanish-surnamed persons and include in the CSC agenda for EEO evaluation questions directed at particular problems relating to employment and upward mobility of Spanish-surnamed persons.

USE OF EMPLOYMENT GOALS AND TIMETABLES APPROVED BY CSC

On May 11, 1971, the Civil Service Commission issued a memorandum to heads of departments and agencies on the use of employment goals and timetables in agency equal employment opportunity programs. This memorandum is reprinted on the following pages.

Since the issuance of Executive Order 11478 by President Nixon, we have had discussions with agencies regarding the inclusion of numerical employment goals and timetables in equal employment opportunity action plans and instructions and we have approved their use in some agency action plans.

The purpose of this memorandum is to summarize and make clear our policy on this matter.

A "goal" is a realistic objective which an agency endeavors to achieve on a timely basis within the context of the merit system of employment. A "quota", on the other hand, would restrict employment or development opportunities to members of particular groups by establishing a required number or proportionate representation which agency managers are obligated to attain without regard to merit system requirements. "Quotas" are incompatible with merit principles.

The establishment of goals and timetables is a useful management concept and should be used where they will contribute to the resolution of equal employment opportunity problems. Affirmative action to attain goals must be carried out in the context of the merit system for public employment. The merit system is designed to assure a fair opportunity for all persons. The establishment of reasonable employment goals and timetables, as distinguished from mandatory quotas, in connection with minority employment, is compatible with this principle.

Some further amplification of this policy may be helpful to agencies:

1. *When goals and timetables are appropriate*

   Employment goals and timetables should be established in problem areas where progress is recognized as necessary and where such goals and timetables will contribute to progress, i.e., in those organizations and localities and in those occupations and grade levels where minority employment is not what should reasonably be expected in view of the potential supply of qualified members of minority groups in the work force and in the recruiting area and available opportunities within the organization. The skills composition of the minority group population in the recruiting area used by the organization and the occupational nature of the organization must be considered. For example, professional positions are usually filled from a regional or national labor market while trades and clerical positions are usually filled from the local labor market.

2. *Organizational considerations*

To be meaningful, goals and timetables should be developed according to organizational levels and components rather than establishing agency-wide goals which do not take into account local circumstances or occupational differences. In this way, detailed minority group statistics, such as those required by FPM Letter 290-3, will aid in identifying areas where additional affirmative action is required and can be translated into specific action plans for the level or component concerned.

3. *Relation to manpower planning*

To be valid, goals and timetables must be closely meshed with estimated turnover data and anticipated hiring as well as estimated changes in the total number of positions, occupation by occupation, for the period covered by the timetable.

4. *Reasonableness and flexibility*

Employment goals and target dates should be reasonable and flexible indicators for management action. If goals and timetables are reasonably and realistically established, they will probably be met through appropriate affirmative action. Where they are not met, the reasons for this should be assessed by agency management to see if the goals or target dates for their achievement should be adjusted or if additional affirmative actions are needed, including the further commitment of resources to agency recruitment and upward mobility efforts.

5. *Relation to action plans*

Goals and timetables, when established for an organization, should become one part of the organization's EEO action plan but are not sufficient in themselves. Since goals can be attained only through affirmative action, a broad range of specific action items should also be included as outlined in Section 2-5 of FPM Chapter 713.

6. *Agency Actions*

Goals and timetables must not be interpreted by managers and supervisors as quotas. Agency action plans and instructions involving goals and timetables must state that all actions to achieve goals must be in full compliance with merit system requirements. Agencies should provide guidance to installation managers on the establishment and proper use of goals and timetables and training should be provided to managers and supervisors regarding the purpose and use of goals and timetables.

The Commission reviews all agency-wide plans of action as they are revised and reissued. To the extent that we have suggestions for improvement to offer, we communicate with the agency. Where problems are noted which will lend themselves to resolution by establishing or updating numerical goals and timetables, we will include such recommendations in furtherance of the equal employment opportunity program.

In summary, we believe the use by agencies of employment goals and timetables in recognized problem areas in the manner described in this memorandum will be a useful means of encouraging affirmative action on equal employment opportunity and achieving the results to which we are all committed.

UPWARD MOBILITY OF LOWER LEVEL EMPLOYEES

In May 1970, the Civil Service Commission directed heads of departments and agencies to exert every effort possible to encourage upward mobility of men and women of all races, religions, and ethnic backgrounds now at the lower grade levels so that they might work at their fullest potential. The following memorandum from the Chairman of the Civil Service Commission transmitted detailed guidance to agencies:

In his memorandum to department and agency heads of August 8, 1969, the President said that the achievement of equal opportunity for all our citizens included the opportunity for all persons "to seek and achieve their highest potential and productivity in employment situations." He said we must search for new ways to provide encouragement, assistance, and training opportunities so that all employees may utilize their capabilities to the fullest extent in Federal agencies.

In my report to the President on the subject of equal employment opportunity prior to the issuance of Executive Order 11478, I pointed out that "many of our minority employees are concentrated at the lower grade levels, victims of inadequate education and past discrimination. Our women employees are also largely concentrated at the lower grade levels." Because of these circumstances, the Civil Service Commission recommended that we exert every effort possible in Federal agencies to encourage upward mobility of men and women of all races, religions, and ethnic backgrounds now at the lower grade levels so that they might work at their fullest potential. In his memorandum to you of August 8, the President endorsed this recommendation.

The Civil Service Commission asked for an outline of a program of action which could be used by agencies throughout the government in implementing the "new directions" on upward mobility for lower grade employees. The array of actions, developed in consultation with agency personnel directors, employee organizations and interested citizen groups, is described in the attached document.

We recognize that the ability of agencies to implement fully the program will vary considerably depending on many factors. Certainly the composition of its work force and the availability of funds and spaces must be considerations.

However, despite limitations on funds and spaces, we must do everything we can to implement as much of the program as possible in each agency. In determining what you can do, consider the possibility of applying parts of the overall program where the implementation of the total program is not feasible. In applying parts of the program, it is important to recognize that some parts cannot stand alone. For example, to train employees without being abe to give them opportunities to utilize their training would be unwise; to provide career counseling which is not geared to realistic opportunities would be harmful; and to publicize an upward mobility program without providing genuine opportunities for advancement would have a negative effect.

You should also consider applying the program or various parts of it in specific installations where total agency-wide implementation is not possible. Application of the program should, of course, be realistically aligned to job opportunities but even with a contracting work force there is still considerable opportunity, particularly in large agencies, for upward mobility of employees. What we must undertake is a new effort at assuring that within each agency we are assessing with renewed vigor the overall possibilities for upward mobility of Federal employees who have potential for advancement and that we are providing appropriate assistance to them.

We have directed our staff to facilitate effective implementation of this program throughout the Federal government. In addition to providing general advice and assistance, we are committing ourselves to specific actions designed to support your agency's efforts. These actions are also outlined in the attached document. We will work with agency officials on those items which require consultation.

The President expects me to report to him periodically regarding progress under the new Executive Order. Guidelines for an internal evaluation reporting system on the entire equal employment opportunity effort will be forthcoming. Your efforts on upward mobility will be a significant part of this report.

I am sure that you will do everything you can to effectively carry out this vital part of the President's Equal Employment Opportunity Program and that you will communicate your personal support for its implementation to all officials of your agency. We in the Civil Service Commission will do our part to assist you.

HIGHLIGHTS OF THE STUDY

- Net minority employment increased by 4,527 jobs between November 1969 and November 1970, despite a decrease in total Federal employment of 30,107 jobs.

- Between November 1969 and November 1970, minority group employment in the General Schedule and similar (GS) segment of the Federal work force increased by 7,177 jobs, or 3.9 percent. Non-minority employment in these "white-collar" jobs decreased by 12,292, or 1.1 percent.

  -- Most of the losses in total General Schedule employment occurred at GS-1 through GS-4. The rate of decrease for minorities at these grades (-1.1 percent) was considerably less than that for non-minorities (-7.1 percent).

- Minority groups accounted for nearly half (2,611 jobs or 48.3 percent) of the Governmentwide net increase in employment at GS-9 and above. Minority employment increased by 831 at GS 9-11; 1,266 at GS 12-13; 481 at GS 14-15; and 33 at GS 16-18.

  -- The percentage rate of increase for minorities in the middle and upper levels (grades GS-9 and above) far exceeds that for non-minorities. By grade grouping, relative increases (or decreases) were:

Grade Groupings	Minorities	Non-minorities
GS 9-11	up 3.3%	down 1.8%
GS 12-13	up 13.7%	up 2.5%
GS 14-15	up 21.8%	up 4.3%
GS 16-18	up 34.0%	up 4.5%

- At grades GS-5 through GS-8 minority employment increased by 5,497 jobs. About 20 percent of this increase was in GS grades 7 and 8. The number of non-minorities at these grade levels increased by 1,028 during the same period.

  -- The percentage rate of increase for minorities in grades GS 5-8 (9.0 percent) was considerably greater than that for non-minorities (0.3 percent), indicating significant progress in terms of upward mobility for minority employees in lower-level jobs.

- Negroes, Spanish-surnamed Americans, American Indians, and Oriental Americans held 505,035 full-time Federal jobs in November 1970, as compared to 500,508 in November 1969. Thus, minority group employment increased from 19.2% of the total Federal work force in November 1969 to 19.6% in November 1970.

STATUS AND PROGRESS OF MINORITY GROUPS

As compared with a year ago, there has been a net decrease of 30,100 in full-time Federal civilian employment. Most of this occurred among wage systems (that is, blue-collar) employees. Although there was a net reduction of 7,458 minority employees paid wage systems rates (mostly at the lower pay levels) minority employees now (November 1970) represent a slightly higher proportion of all wage systems employees than they did a year earlier. Moreover, minority employees paid wage systems rates of $8,000 or more increased from 14.3% of all such employees in 1969 to 17.3% in 1970.

With regard to minority workers in the white-collar group, particularly those paid under the General Schedule and similar pay systems, increases since 1967 have been progressively larger. The proportion of employees paid General Schedule and similar rates rose from 35.0 percent in 1967 to 37.4 percent in 1970. Minority employees also make up a larger proportion of total employment in each of the General Schedule and similar grade groupings.

Negro Federal Employees

As of November 30, 1970, Negro employees held 391,173, or 15.2 percent of all full-time Federal jobs. They represent 11.1 percent of all Federal employees paid under the General Schedule and similar pay plans; 20.5 percent of those paid under wage systems; 19.4 percent of those paid Postal Field Service rates; and 6.3 percent of those under "all other" pay plans. Except in the Postal Field Service, these percentages are higher than in November 1969; however, in actual numbers, Negro employees in the Postal Field Service increased by 2,431 from November 1969.

Data for Negro employees show an average annual growth rate of 0.03 percent since November 1967. The average annual rates of change by pay plans during the past three years for Negro employees are: General Schedule and similar (2.2 percent); wage systems (minus 4.2 percent); Postal Field Service (1.7 percent); and "all other" pay plans (minus 0.4 percent). Progress of Negro employees, as measured by their percent of total employment under major pay plans for the years 1967, 1969, and 1970, is shown in chart 3, page 14.

The 42,466 Negro employees paid General Schedule and similar rates include 4,548 more than in 1969--an increase of 10.7 percent. Also, at each grade grouping, Negro employees account for a larger percentage than in 1969. Specifically, Negro employees comprise 22.3 percent of employment in GS grades 1-4; 14.0 percent of GS 5-8; 5.3 percent of GS 9-11; 2.8 percent of GS 12-13; 1.9 percent of GS 14-15; and 1.6 percent of GS 16-18. There are 1,536 fewer Negro employees in GS grades 1-4; 4,420 more in grades 5-8; 531 more in grades 9-11; 804 more in grades 12-13; 300 more in grades 14-15; and 29 more in grades 16-18.

Spanish-Surnamed Federal Employees

Spanish-surnamed employees numbered 74,449 on November 30, 1970, a slight (898) increase over the number in November 1969. They now make up 1.9 percent of employment under the General Schedule and similar pay plans; 5.8 percent of wage systems employment; 2.7 percent of Postal Field Service employment; and 1.2 percent of employment under "all other" pay plans. Overall they represent 2.9 percent of all Federal employment.

Spanish-surnamed employment has increased by 5,504 since November 1967. The average annual rate of increase for this minority group during this period was 2.7 percent. The larger annual rates of growth occurred in the Postal Field Service (9.6 percent), and under the General Schedule and similar pay plans (5.1 percent). Decreases occurred under wage systems and "all other" pay plans, resulting in yearly rates of decrease of 2.1 and 2.8, respectively. Progress of Spanish-surnamed employees, as measured by their percent of total employment under major pay plans for 1967, 1969, and 1970, is shown in chart 5, page 16.

American Indian Federal Employees

In November 1970, the number of American Indians employed full-time by the Federal Government totaled 17,992, or 0.7 percent of total employment. At 3.1 percent, the average annual growth rate since 1967 for American Indians is the largest among minority groups. Their yearly rate of growth was 5.1 percent under the General Schedule and similar pay plans, 6.7 percent in the Postal Field Service, (wage systems decreased an average 1.3 percent), and under "all other" pay plans, they averaged 24.7 percent increase per year. Progress of American Indian employees, as measured by their percent of total employment under major pay plans is shown in chart 7, for 1967, 1969, and 1970.

The net loss under wage systems, and the net gain under "all other" pay plans for 1967-1970 have been reversed during 1969-1970. During this period, American Indians have increased by 2.1 percent under wage systems, and have decreased by 5.4 percent under "all other" pay plans.

Oriental American Federal Employees

In November 1970, Oriental American employees in the Federal Government totaled 21,421, or 0.8 percent of total employment. This percentage is unchanged from November 1967. Oriental employees are 0.8 percent of employment under the General Schedule and similar pay plans; 1.2 percent of wage systems employment; 0.6 percent in the Postal Field Service; and 0.8 percent under "all other" pay plans.

Since 1967, Oriental Americans employed in the Federal Government have increased an average 1.6 percent annually. Their average annual growth rates under the General Schedule and similar pay plans, and in the Postal Field Service are 4.8 and 4.2 percent, respectively. They have decreased an average of 3.7 percent yearly under wage systems, and 2.0 percent yearly under "all other" pay plans. However, since November 1969, Oriental American

CHART 1 -- PERCENTAGE INCREASE OR DECREASE IN THE NUMBER OF MINORITY GROUP AND NON-MINORITY EMPLOYEES BETWEEN NOVEMBER 1969 AND NOVEMBER 1970 BY GRADE GROUPING

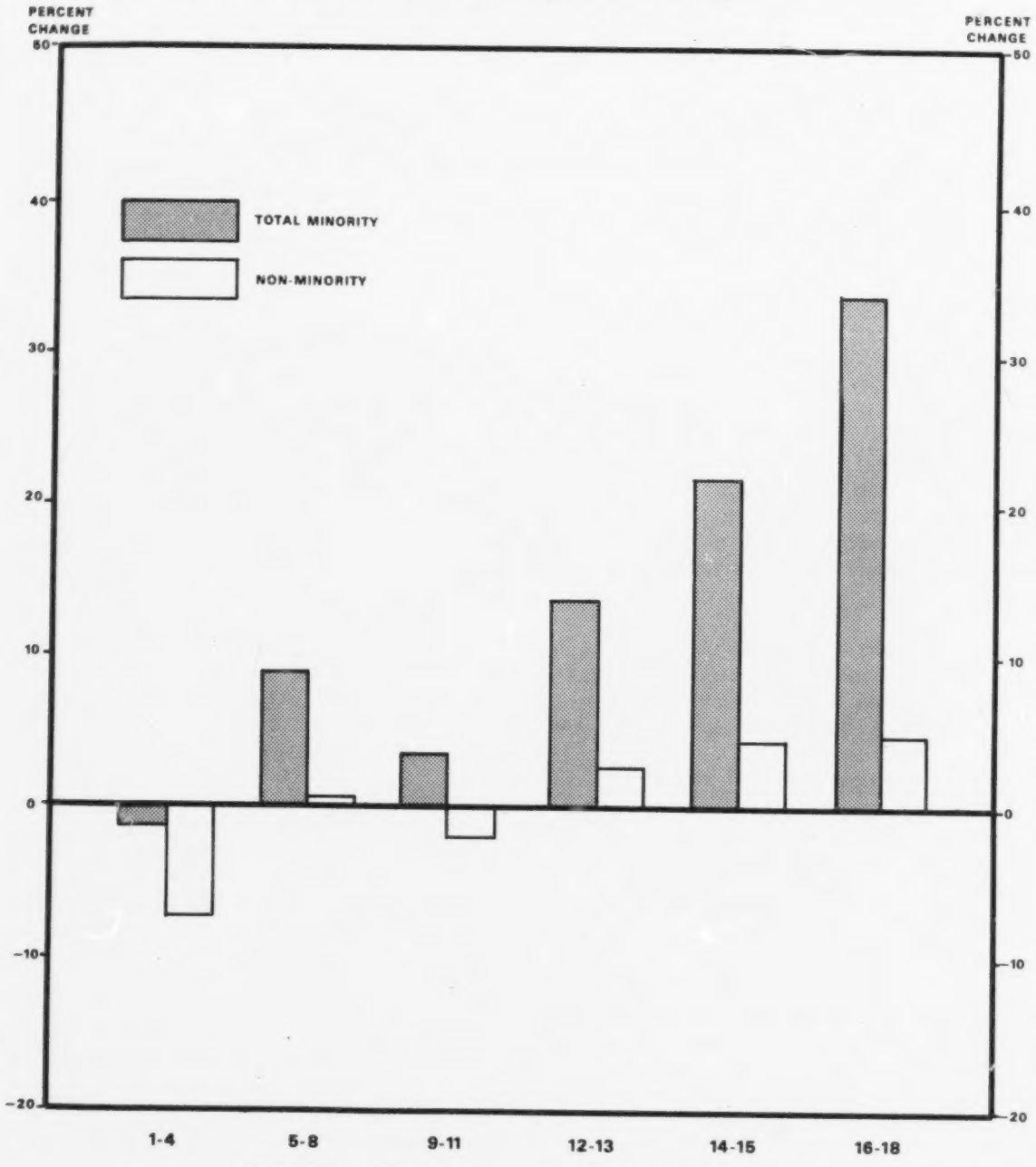


CHART 2 -- PERCENTAGE INCREASE OR DECREASE IN THE NUMBER OF NEGRO AND NON-MINORITY EMPLOYEES BETWEEN NOVEMBER 1969 AND NOVEMBER 1970 BY GRADE GROUPING

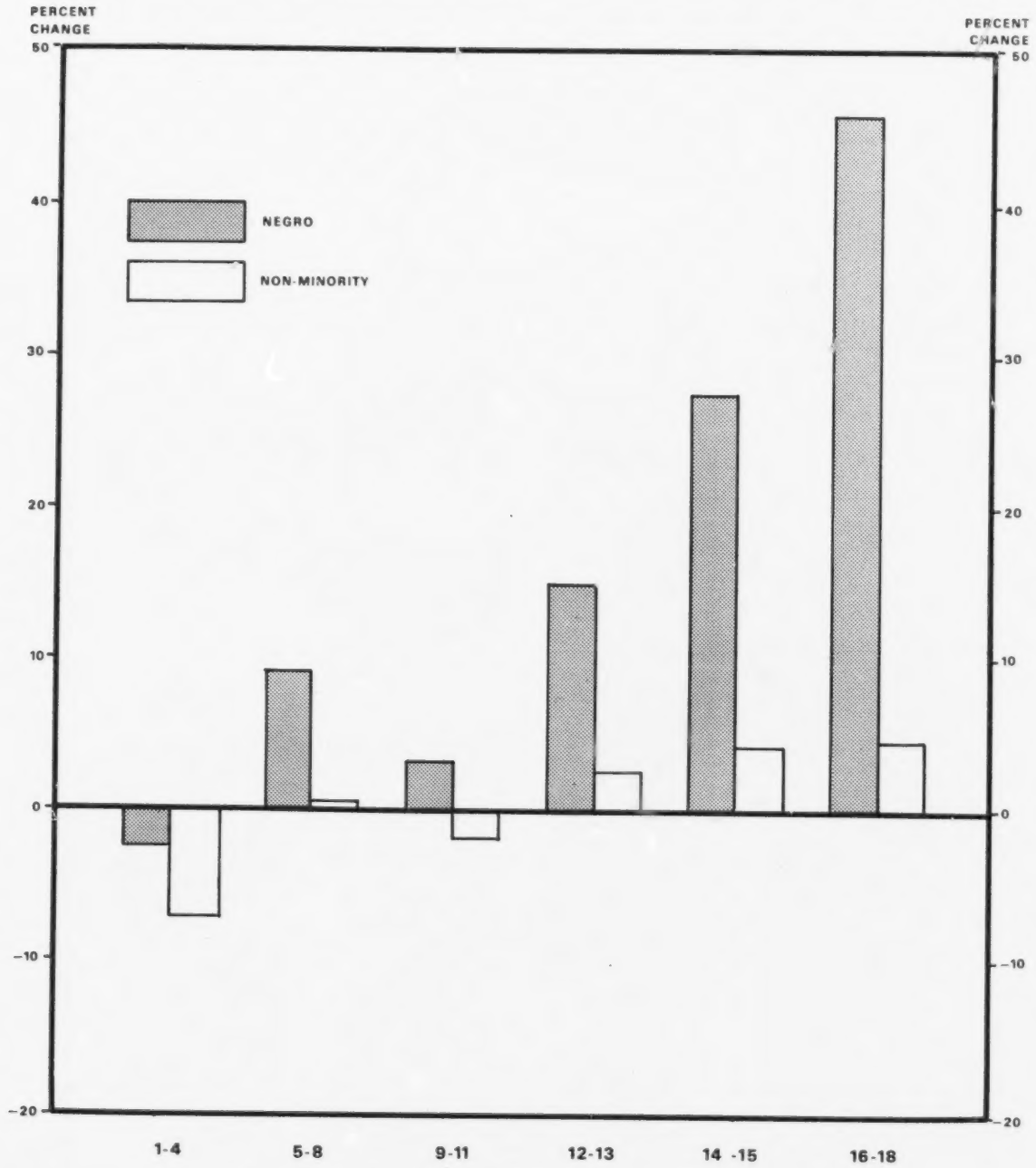


CHART 3 -- PROGRESS OF NEGRO EMPLOYEES AS MEASURED BY THEIR GROWTH RATE , NOVEMBER 1967-1970, BY PAY PLAN SYSTEM.

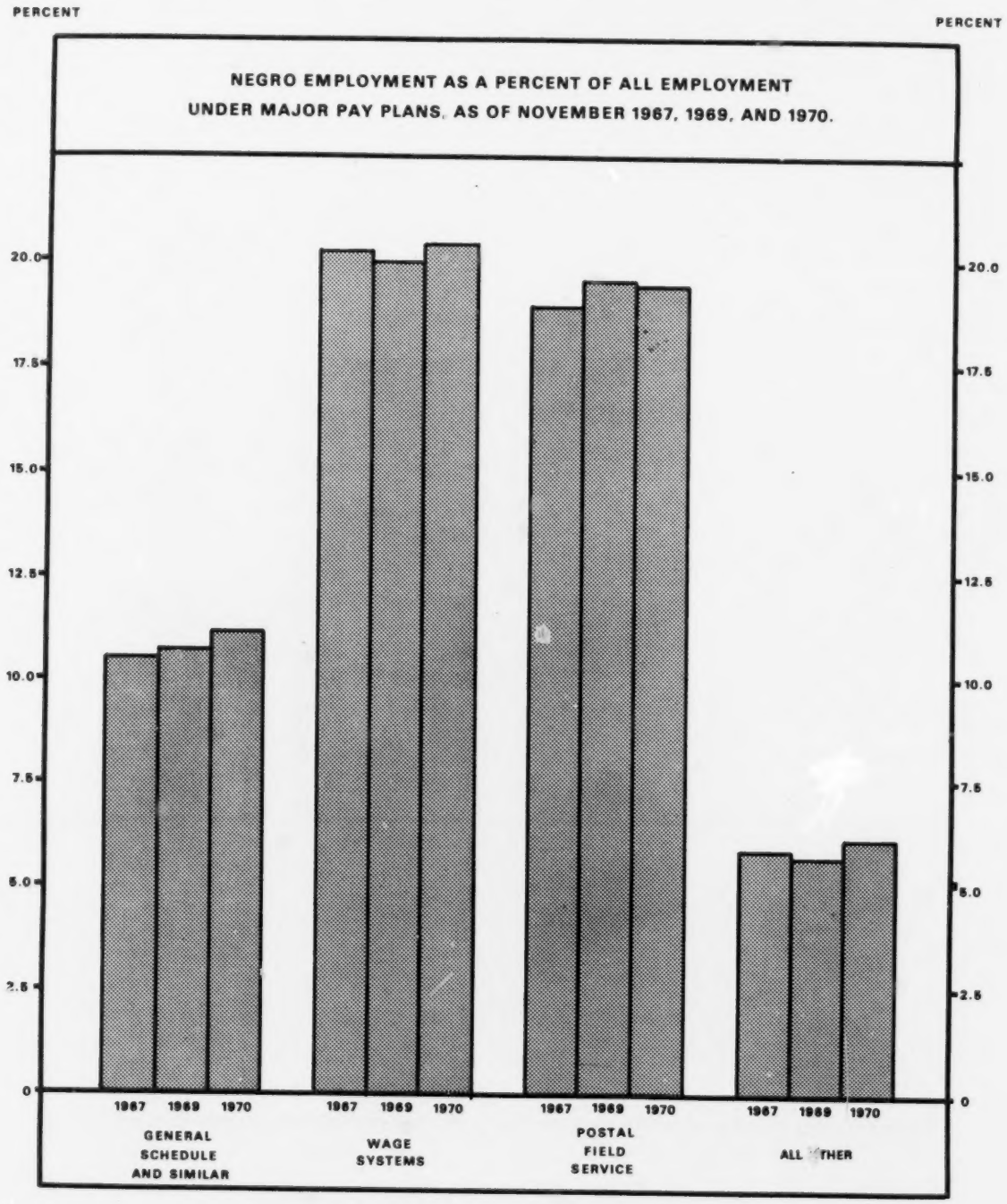


CHART 4 -- PERCENTAGE INCREASE OR DECREASE IN THE NUMBER OF SPANISH-SURNAMED AND NON-MINORITY EMPLOYEES BETWEEN NOVEMBER 1969 AND NOVEMBER 1970 BY GRADE GROUPING

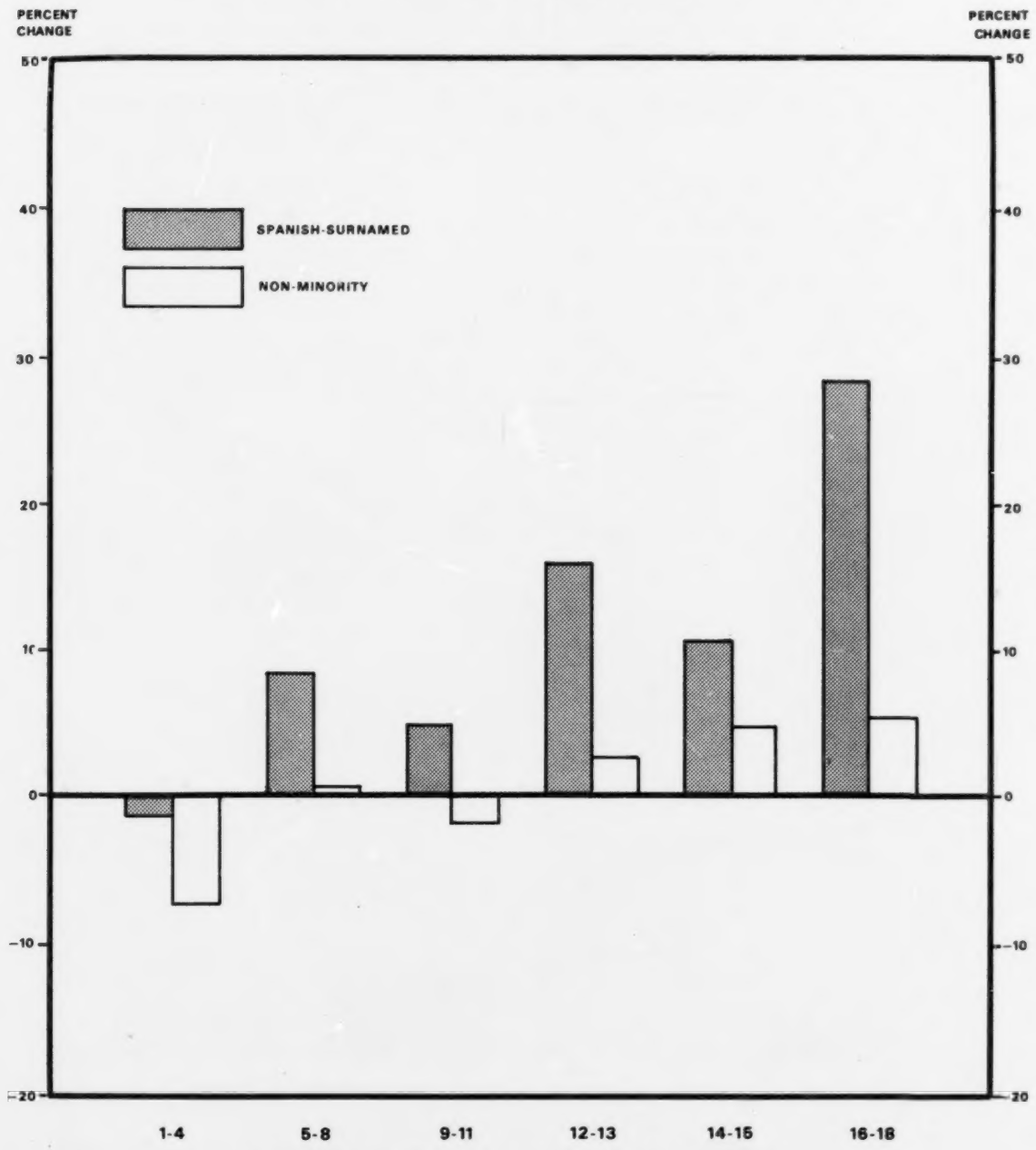


CHART 5 -- PROGRESS OF SPANISH-SURNAMED EMPLOYEES AS MEASURED BY THEIR GROWTH RATE, NOVEMBER 1967-1970, BY PAY PLAN SYSTEM.

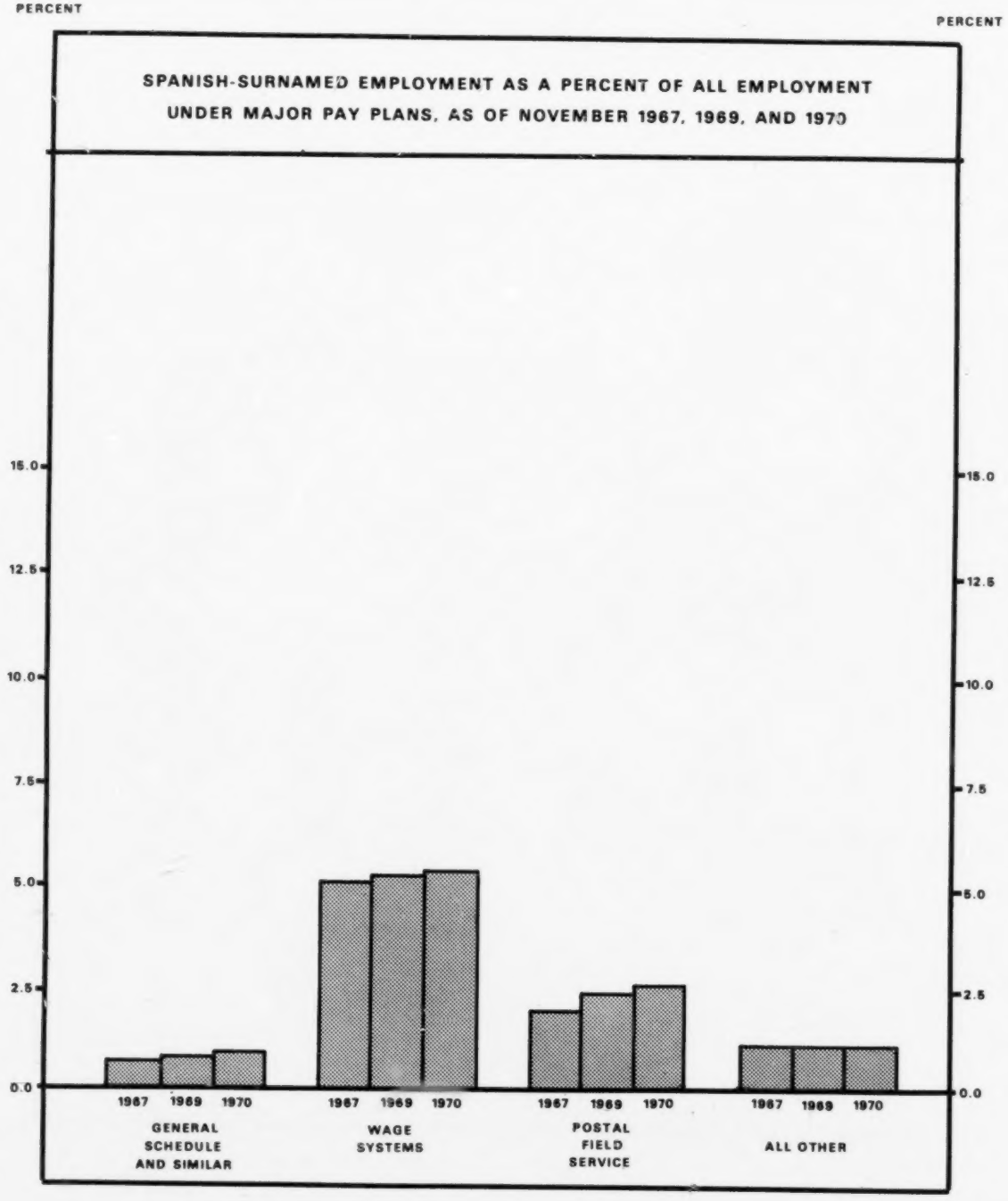


CHART 6 -- PERCENTAGE INCREASE OR DECREASE IN THE NUMBER OF AMERICAN INDIAN AND NON-MINORITY EMPLOYEES BETWEEN NOVEMBER 1969 AND NOVEMBER 1970 BY GRADE GROUPING

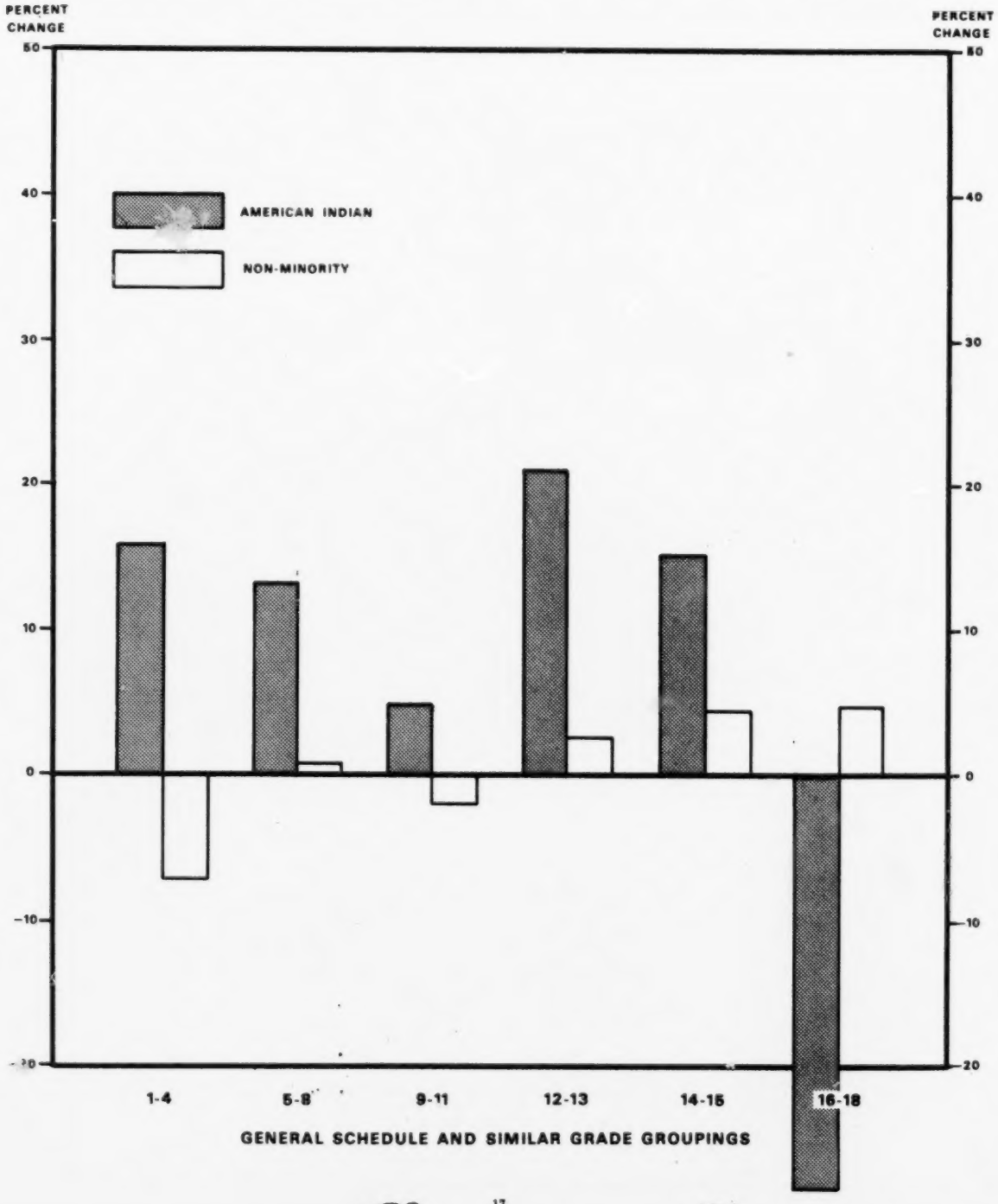


CHART 7 -- PROGRESS OF AMERICAN INDIAN EMPLOYEES AS MEASURED BY THEIR GROWTH RATE NOVEMBER 1967 - 1970, BY PAY PLAN SYSTEM.

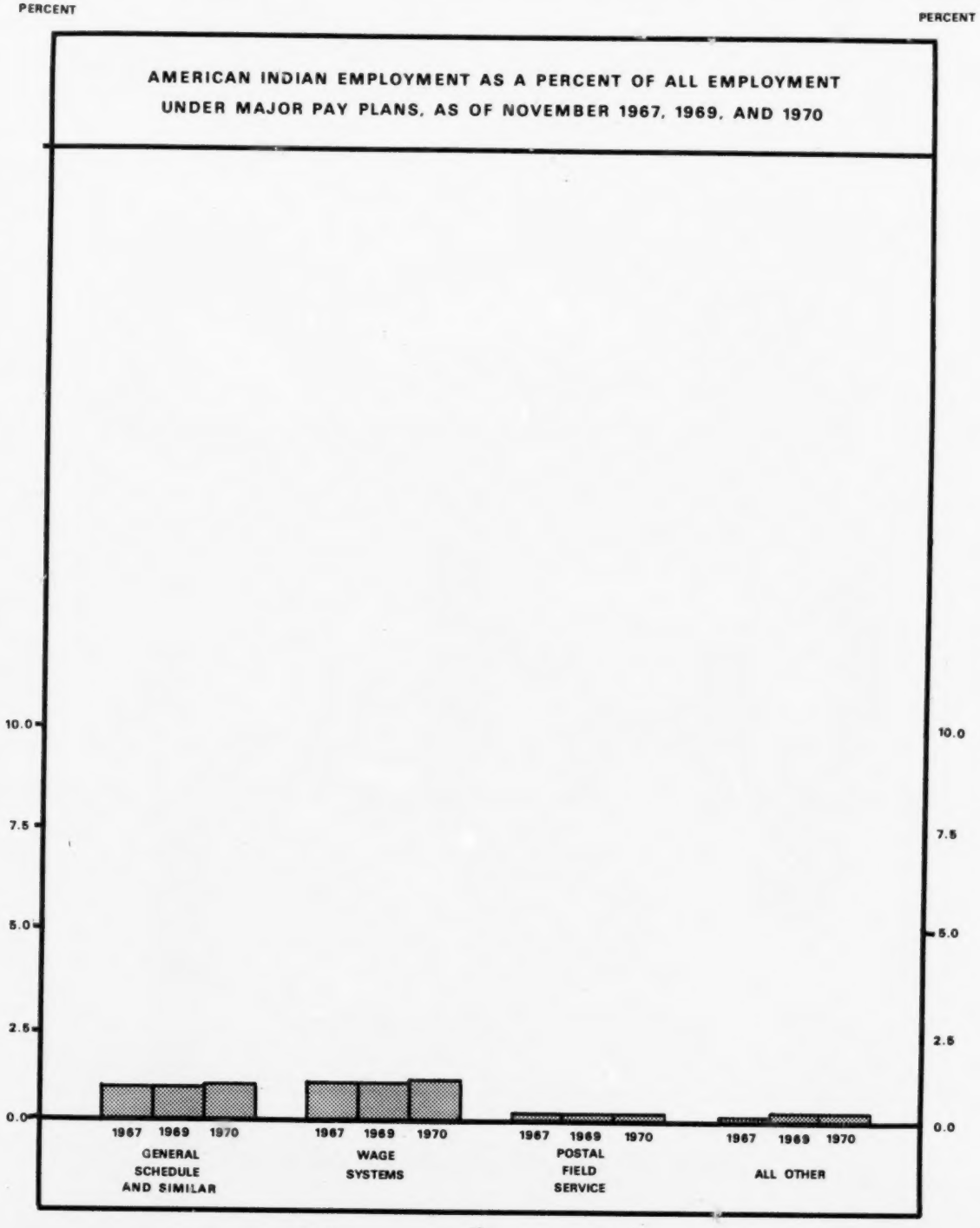


CHART 8 -- PERCENTAGE INCREASE OR DECREASE IN THE NUMBER OF ORIENTAL AND NON-MINORITY EMPLOYEES BETWEEN NOVEMBER 1969 AND NOVEMBER 1970 BY GRADE GROUPING

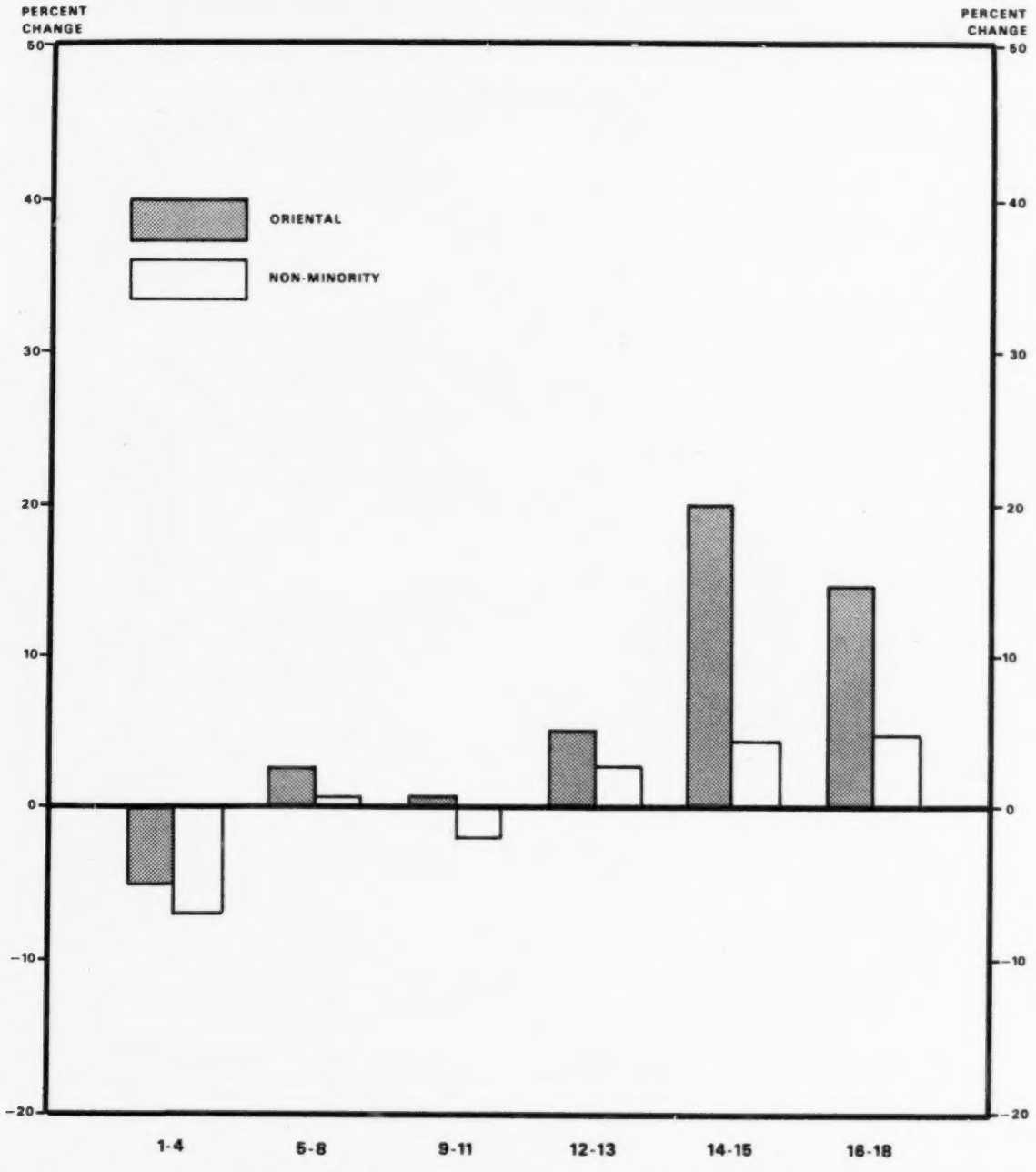
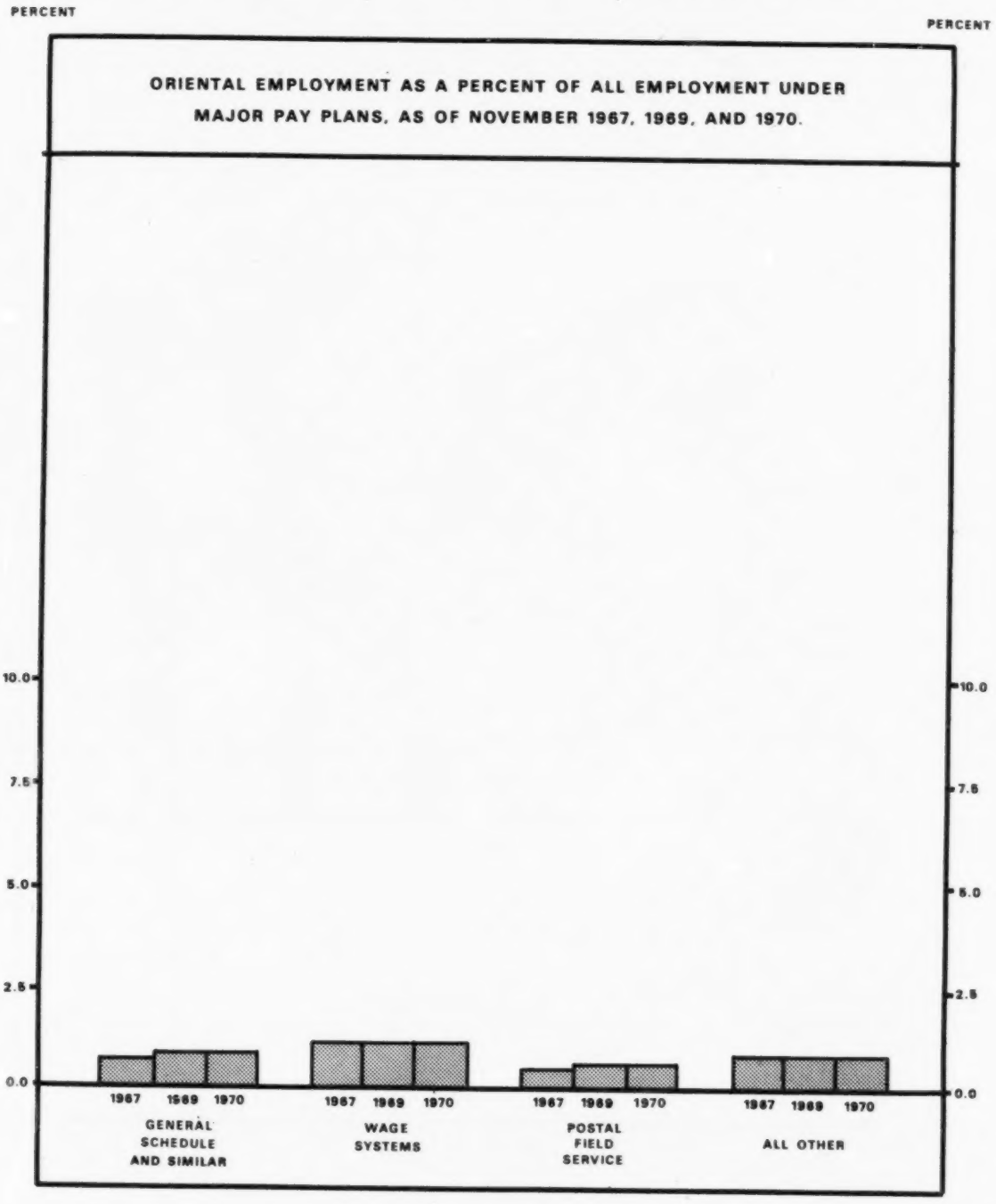


CHART 9 -- PROGRESS OF ORIENTAL EMPLOYEES AS MEASURED BY THEIR GROWTH RATE, NOVEMBER 1967-1970, BY PAY PLAN SYSTEM.



Oriental American Federal Employees - Continued

employees under "all other" pay plans have increased by 3.6 percent-- a reversal of their net loss during 1967-1970 under these pay plans.

Progress of Oriental American employees, as measured by their percent of total employment under major pay plans for 1967, 1969, and 1970, is shown in chart 9, page 20.

United States

Full-time Federal employment in the United States totaled 2,523,843 on November 30, 1970. This total included 499,602, or 19.8 percent, minority group employees. In November 1969, minority group employees were 19.4 percent, or 494,745, of the 2,549,896 Federal employees in the United States.

Since November 1969, employment in the United States has decreased by 26,053. Heaviest losses were in California (6,975), the District of Columbia (4,825), Pennsylvania (3,008), Texas (2,752), Georgia (2,736), Oklahoma (2,636), Washington (2,274), Massachusetts (2,020), New Jersey (1,774), Utah (1,404), and New Mexico (1,076). Agencies of the Department of Defense accounted for most of the decrease in each of these areas.

Representation of minorities in Federal jobs as of November 1970 ranged from 0.7 percent in Maine to 43.2 percent in New Mexico. The percentage of jobs held by minorities was below 5.0 percent in 9 states; 5.0 to 9.9 percent in 11 states; 10.0 to 14.9 percent in 10 states; 15.0 to 19.9 percent in 8 states; 20.0 to 24.9 percent in 6 states; and 25.0 percent and above in 5 states and the District of Columbia.

In 38 states, the percentage of jobs held by minorities was below their nationwide representation of 19.8 percent in Federal jobs. In 1969, the percentage of jobs held by minorities in these 38 states was also below the nationwide percent for jobs held by minorities.

From 1969-1970, minority group employees in white-collar occupations show a 3.6 percent increase--from 340,500 to 352,900. This raised the proportion of minority employment in white-collar jobs to 69.9 percent, from 68.8 percent in 1969. The proportion of non-minority employees in white-collar jobs was 80.6 percent in 1969, and 81.9 percent in 1970.

The data show a continued downward trend for both total, and minority employment in blue-collar occupations. From November 1969 to November 1970, blue-collar jobs decreased by 39,741, including 7,513 minority employees. Minorities hold 28.5 percent of the blue-collar jobs, but accounted for 18.9 percent of the reduction in these jobs.

Standard Metropolitan Statistical Areas (SMSA's)

The presentation which follows is based on the 75 selected Standard Metropolitan Statistical Areas surveyed in the 1969 and 1970 minority censuses. Employment totals for these areas are shown in tables in Appendix IV.

Standard Metropolitan Statistical Areas (SMSA's) - Continued

Since 1969, full-time Federal civilian employment in the United States has decreased by 26,053, while employment in the 75 SMSA's has decreased by 40,642. Despite sizable overall losses, minority employment in the United States increased 4,857. There was, however, a slight decrease (992) in minority employment in the 75 SMSA's.

In November 1970, Federal employment in the 75 SMSA's totaled 1,626,256, or 64.4 percent of the full-time Federal work force in the United States. In November 1969, 65.4 percent of Federal employment in the United States was located in these areas. Minority group employees hold 410,651, or 25.3 percent of the Federal jobs in the 75 SMSA's, compared to 24.7 percent in 1969. The percentage of minority group employment in the United States that is located in the 75 metropolitan areas has decreased from 83.2 in 1969, to 82.2 in 1970.

In the SMSA's surveyed, minority group employees paid General Schedule and similar rates totaled 153,289. The proportion at GS-9 and above ranged from 4.9 to 45.2 percent. For the 75 SMSA's as a whole, 30,876, or 20.1 percent of minority group employees paid General Schedule and similar rates were at and above grade 9. In 1969, 19.4 percent (28,960) of the 149,487 minority employees in these metropolitan areas under the General Schedule and similar pay plans were at and above grade 9.

Distribution Within Pay Plan

During 1969-1970, there was a net decrease of 5,115 among all Federal employees paid General Schedule and similar rates. Decreases occurred in grade groupings 1-4 (17,051), and 9-11 (4,600). Minority group employees paid General Schedule and similar rates increased 7,177, and showed a relatively small decrease in grades 1-4 (931).

As shown in the tables on the following pages, minority employees at General Schedule and similar grades GS-5 and above increased by 8,108 (8.3 percent), from 1969 to 1970. Total employment at these grades increased 11,936 (1.2 percent). In grades 5 through 8, minorities increased by 5,497 (9.0 percent), compared to an overall increase of 6,525 (1.8 percent) at these grades.

In General Schedule and similar grades 9 and above, minorities increased by 2,611, accounting for 48.3 percent of the Government-wide increase at these grades. This increase was distributed by grade grouping as follows: 9-11 (831); 12-13 (1,266); 14-15 (481); and 16-18 (33). Minority employees accounted for 19.9 percent of the increase at grades 12-13; 14.3 percent at grades 14-15; and 12.4 percent at grades 16-18.

In November 1969, the proportion of minority group blue-collar workers earning less than $8,000 per year was 80 percent. The corresponding proportion for non-minorities was 53 percent. In November 1970, the comparable proportions were 64 percent for minorities, and 32 percent for non-minorities. For both minority and non-minority employees, the net decrease in blue-collar employees centered in the range up to $7,000 annually.

CHANGE FROM NOVEMBER 1969 TO NOVEMBER 1970 IN GENERAL SCHEDULE EMPLOYMENT AT GRADES GS-5 AND ABOVE, BY AGENCY, MINORITY GROUP STATUS, AND SELECTED GRADE GROUPING

Agency	1969-1970 Changes in Employment								
	All Employees			Minority Group Employees			Non-Minority Group Employees		
	GS-5 & Above	GS-5 Thru GS-8	GS-9 & Above	GS-5 & Above	GS-5 Thru GS-8	GS-9 & Above	GS-5 & Above	GS-5 Thru GS-8	GS-9 & Above
All agencies	11,936	6,525	5,411	8,108	5,497	2,611	3,828	1,028	2,800
Department of:									
State	40	22	18	67	36	31	- 27	- 14	- 13
Treasury	3,280	2,221	1,059	773	580	193	2,507	1,641	866
Defense	-18,101	-8,315	-9,786	- 549	- 561	12	-17,552	-7,754	-9,798
Justice	2,430	775	1,655	557	421	136	1,873	354	1,519
Post Office	375	48	327	56	24	32	319	24	295
Interior	77	- 82	159	241	122	119	- 164	- 204	40
Agriculture	3,691	2,328	1,363	507	303	204	3,184	2,025	1,159
Commerce	2,392	724	1,668	355	168	187	2,037	556	1,481
Labor	654	311	343	203	132	71	451	179	272
Health, Education, and Welfare	3,653	2,715	938	1,995	1,695	300	1,658	1,020	638
Housing and Urban Development	699	239	460	311	219	92	388	20	368
Transportation	5,819	1,997	3,822	665	378	287	5,154	1,619	3,535
Selected agencies:									
Atomic Energy Commission	35	28	7	76	48	28	- 41	- 20	- 21
Civil Service Commission	183	60	123	83	46	37	100	14	86
Commission on Civil Rights	- 2	- 1	- 1	2	0	2	- 4	- 1	- 3
Equal Employment Opportunity Commission	188	58	130	125	46	79	63	12	51
Federal Communications Commission	58	10	48	33	26	7	25	- 16	41
Federal Power Commission	19	11	8	27	26	1	- 8	- 15	7
Federal Trade Commission	120	81	39	40	24	16	80	57	23
General Accounting Office	261	14	247	48	28	20	213	- 14	227
General Services Administration	902	422	480	284	186	98	618	236	382
Government Printing Office	130	102	28	72	65	7	58	37	21
Interstate Commerce Commission	- 19	29	- 48	15	15	0	- 34	14	- 48
National Aeronautics and Space Administration	- 830	- 113	- 717	29	23	6	- 859	- 136	- 723
Office of Economic Opportunity	360	75	285	188	41	147	172	34	138
Selective Service System	49	10	39	10	7	3	39	3	36
Small Business Administration	137	76	61	74	27	47	63	49	14
Veterans Administration	4,152	2,322	1,830	1,546	1,190	356	2,606	1,132	1,474
All other agencies	1,184	358	826	275	182	93	909	176	733

PERCENT CHANGE FROM NOVEMBER 1969 TO NOVEMBER 1970 IN THE NUMBER OF GENERAL SCHEDULE EMPLOYEES AT GRADES GS-5 AND ABOVE, BY AGENCY, MINORITY GROUP STATUS, AND SELECTED GRADE GROUPING

Agency	Percent Change, 1969-1970								
	All Employees			Minority Group Employees			Non-Minority Group Employees		
	GS-5 & Above	GS-5 Thru GS-8	GS-9 & Above	GS-5 & Above	GS-5 Thru GS-8	GS-9 & Above	GS-5 & Above	GS-5 Thru GS-8	GS-9 & Above
All agencies	1.2	1.8	0.9	8.3	9.0	7.1	0.4	0.3	0.5
Department of:									
State	0.8	1.0	0.7	4.5	3.2	8.6	- 0.8	- 1.2	- 0.6
Treasury	5.5	10.3	2.7	13.9	16.5	9.4	4.6	9.1	2.4
Defense	- 3.8	- 4.5	- 3.4	- 1.3	- 2.3	0.1	- 4.1	- 4.8	- 3.6
Justice	9.3	7.0	11.1	30.8	31.1	29.8	7.7	3.6	10.5
Post Office	17.1	7.4	21.2	16.3	11.2	25.0	17.3	5.6	20.9
Interior	0.2	- 0.6	0.6	4.8	4.5	5.3	- 0.5	- 1.9	0.2
Agriculture	5.6	8.9	3.5	13.4	12.8	14.3	5.2	8.5	3.1
Commerce	11.9	11.8	12.0	15.1	11.7	20.5	11.5	11.8	11.4
Labor	7.7	11.6	5.9	10.4	11.9	8.4	6.8	11.4	5.4
Health, Education, and Welfare	5.5	9.0	2.6	17.9	22.0	8.7	3.0	4.5	2.0
Housing and Urban Development	6.0	7.2	5.5	17.4	20.8	12.6	3.9	0.9	4.8
Transportation	11.9	24.3	9.4	25.6	32.3	20.1	11.1	23.0	9.0
Selected agencies:									
Atomic Energy Commission	0.6	1.3	0.2	17.0	15.3	21.1	- 0.7	- 1.1	- 0.5
Civil Service Commission	5.8	5.9	5.7	17.3	14.6	22.3	3.7	2.0	4.3
Commission on Civil Rights	- 1.5	- 2.0	- 1.1	2.4	a/	4.7	- 7.7	-14.3	- 6.7
Equal Employment Opportunity Commission	42.9	52.3	39.8	53.6	63.0	49.4	30.7	31.6	30.5
Federal Communications Commission	4.8	2.3	6.1	24.1	27.4	16.7	2.3	- 4.7	5.5
Federal Power Commission	2.0	4.0	1.2	18.6	28.3	1.9	- 1.0	- 8.3	1.1
Federal Trade Commission	12.6	29.2	5.8	56.3	44.4	94.1	9.1	25.6	3.5
General Accounting Office	6.9	1.5	8.7	20.6	18.7	24.1	6.0	- 1.8	8.2
General Services Administration	7.7	7.9	7.6	13.9	11.6	22.2	6.4	6.3	6.5
Government Printing Office	19.7	25.1	11.0	36.7	35.7	50.0	12.5	16.5	8.7
Interstate Commerce Commission	- 1.3	6.8	- 4.8	12.3	14.4	a/	- 2.6	4.3	- 4.9
National Aeronautics and Space Administration	- 3.1	- 2.5	- 3.2	3.2	8.2	0.9	- 3.3	- 3.2	- 3.4
Office of Economic Opportunity	18.8	12.6	21.5	29.7	12.2	49.3	13.4	13.2	13.5
Selective Service System	7.5	2.0	24.7	20.4	16.7	42.9	6.4	0.7	23.8
Small Business Administration	4.3	7.8	2.8	19.1	12.1	28.8	2.2	6.5	0.7
Veterans Administration	6.1	7.5	5.0	14.0	16.0	9.9	4.6	4.8	4.5
All other agencies	6.8	6.0	7.3	12.9	12.7	13.2	6.0	3.9	6.9

a/ No change in employment at these grades.

Distribution Within Pay Plan - Continued

Minority group employees account for 25.1 percent of all blue-collar workers in the $7,000 to $9,999 pay range, up from 20 percent in 1969. Total employment in this pay range increased 4.7 percent since 1969, while minority employment increased 29.9 percent.

In the $10,000 and above pay category, there are some 7,500 minority group blue-collar workers. This represents 8.9 percent of all such Federal workers, as compared to 4,483, or 8.1 percent in 1969.

Minority group employees were 31.9 percent of the 13,675 increase from 1969 in the Postal Field Service. In PFS grades 1-5, minority group employees increased 1,890--accounting for 22.7 percent of the total increase at PFS grades 1-5. The corresponding figures in other PFS grade groupings were as follows: PFS 6-9, (2,185 or 51.0 percent of total); PFS 13-16 (78, or 25.7 percent of total); PFS 17-19 (5, or 4.9 percent of total). Total and minority employment at PFS grades 20-21 remained unchanged at 39 and 2, respectively.

Under all other pay plans, total employment increased 1.5 percent (761), and minority employment increased 11.0 percent (452). Sixty-three percent of the increase in minority employment under these pay plans was in the $10,000 and above pay range.

Distribution And Growth By Federal Agency

Minority group employment for all Federal departments and agencies totaled 505,035, or 19.6 percent of the 2,571,504 total Federal employment. The corresponding proportion in November 1969 was 19.2 percent. The percentage of the total Federal civilian work force in each department and major independent agency and the percentage of minority employees in these departments and agencies is shown in the table on page 26.

Since November 1967, minority group employment in the Federal government has increased 8,363, for an average of 1.7 percent yearly. The average annual growth rate was 0.03 percent for Negro employees; 2.7 percent for Spanish-surnamed employees; 3.1 percent for American Indians; and 1.6 percent for Oriental employees. Average annual growth rates are shown for each minority group in selected agencies in the table on page 27.

PERCENTAGE DISTRIBUTION OF THE FEDERAL CIVILIAN WORK FORCE, BY SELECTED AGENCY, AS OF NOVEMBER 30, 1970

Agency	Total Work Force		Total Minority Component		Negro Component		Spanish-Surnamed Component	
	Number	Pct.	Number	Pct.	Number	Pct.	Number	Pct.
Total, all agencies	2,571,504	100.0	505,035	100.0	391,173	100.0	74,449	100.0
Department of:								
State	20,690	0.8	3,492	0.7	2,798	0.7	477	0.6
Treasury	88,351	3.4	15,423	3.1	13,234	3.4	1,489	2.0
Defense	1,009,705	39.3	170,930	33.8	115,462	29.5	41,122	55.2
Justice	39,373	1.5	4,888	1.0	3,737	1.0	953	1.3
Post Office	716,812	27.9	163,869	32.4	139,283	35.6	19,063	25.6
Interior	63,354	2.5	13,928	2.8	3,144	0.8	1,263	1.7
Agriculture	87,859	3.4	7,705	1.5	5,451	1.4	1,484	2.0
Commerce	32,766	1.3	5,827	1.2	5,258	1.3	220	0.3
Labor	10,655	0.4	3,065	0.6	2,798	0.7	178	0.2
Health, Education, and Welfare	107,221	4.2	28,783	5.7	23,283	6.0	1,516	2.0
Housing and Urban Development	14,830	0.6	3,176	0.6	2,805	0.7	225	0.3
Transportation	65,128	2.5	5,353	1.1	4,011	1.0	696	0.9
Selected agencies:								
Atomic Energy Commission	7,047	0.3	710	0.1	379	0.1	286	0.4
Civil Service Commission	5,268	0.2	1,401	0.3	1,236	0.3	119	0.2
Commission on Civil Rights	151	a/	99	a/	82	a/	16	a/
Equal Employment Opportunity Commission	762	a/	470	0.1	384	0.1	73	0.1
Federal Communications Commission	1,513	0.1	302	0.1	283	0.1	12	a/
Federal Power Commission	1,081	a/	253	0.1	232	0.1	6	a/
Federal Trade Commission	1,326	0.1	261	0.1	247	0.1	7	a/
General Accounting Office	4,646	0.2	714	0.1	662	0.2	28	a/
General Services Administration	37,165	1.4	15,143	3.0	13,755	3.5	918	1.2
Government Printing Office	7,514	0.3	3,692	0.7	3,636	0.9	38	0.1
Interstate Commerce Commission	1,746	0.1	370	0.1	360	0.1	5	a/
National Aeronautics and Space Administration	30,326	1.2	1,380	0.3	934	0.2	226	0.3
Office of Economic Opportunity	2,577	0.1	1,017	0.2	863	0.2	114	0.2
Selective Service System	6,527	0.3	595	0.1	447	0.1	102	0.1
Small Business Administration	4,297	0.2	788	0.2	516	0.1	231	0.3
Tennessee Valley Authority	23,871	0.9	1,800	0.4	1,740	0.4	19	a/
Veterans Administration	149,257	5.8	43,541	8.6	38,827	9.9	3,131	4.2
All other agencies	29,686	1.2	6,060	1.2	5,326	1.4	432	0.6

a/ Less than 0.05 percent.

AVERAGE ANNUAL GROWTH RATE OF MINORITY GROUP EMPLOYEES, NOVEMBER 30, 1967 TO NOVEMBER 30, 1970

Agency	Total, All Minority Employees	Negro	Spanish-Surnamed	American Indian	Oriental
Total, all agencies.....	0.6	a/	2.7	3.1	1.6
Department of:					
State.....	1.5	2.4	-0.8	-2.8	-3.8
Treasury.....	4.3	3.4	12.1	14.8	6.3
Defense, Total.....	(-3.1)	(-4.0)	(-0.8)	(-1.8)	(-1.1)
Office of the Secretary and Other Defense Activities.....	-1.0	1.2	-4.5	1.2	1.6
Army.....	-4.1	-5.2	-1.4	-1.8	-0.1
Navy.....	-3.3	-3.7	-1.7	-6.2	-1.9
Air Force.....	-1.4	-3.0	0.3	1.9	-1.4
Defense Supply Agency.....	-2.4	-2.4	-3.8	4.1	4.2
Justice.....	16.8	16.0	20.8	-3.4	25.0
Post Office.....	2.6	1.7	9.6	6.8	4.3
Interior.....	1.6	-1.3	0.5	3.2	-3.5
Agriculture.....	1.1	1.5	-0.2	-2.8	4.0
Commerce.....	7.9	7.4	16.2	1.6	14.3
Labor.....	8.7	7.5	26.6	133.3	5.6
Health, Education, and Welfare.....	2.2	1.4	7.7	5.3	5.3
Housing and Urban Development.....	8.6	7.5	24.8	35.0	3.3
Transportation.....	10.6	11.3	8.4	22.1	3.7
Selected agencies:					
Atomic Energy Commission.....	6.3	5.5	5.7	38.1	14.3
Civil Service Commission.....	6.3	6.4	6.7	...	5.1
Equal Employment Opportunity Commission.....	51.4	48.2	60.3	166.7	200.0
General Services Administration.....	0.7	0.6	2.6	2.4	-2.0
Government Printing Office.....	4.7	4.6	8.9	16.7	23.8
National Aeronautics and Space Administration.	-0.3	-1.1	0.4	7.6	2.6
Selective Service System.....	0.2	2.2	-8.7	-2.6	20.6
Tennessee Valley Authority.....	8.4	7.9	93.3	3.3	29.2
Veterans Administration.....	0.4	-0.2	4.0	3.7	16.9
All other agencies.....	6.4	5.6	14.5	26.7	6.0

a/ Less than 0.05 percent.

Note: Average annual growth rate is the actual change from 1967 to 1970, divided by 3.

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1970 MINORITY GROUP STUDY

TABLE 1-1

ALL AGENCY SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,571,504	391,173	15.2	74,449	2.9	17,992	.7	21,421	.8	2,066,469	80.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,283,991	142,466	11.1	24,764	1.9	11,071	.9	10,601	.8	1,095,089	85.3
GS- 1	1,751	802	45.8	80	4.6	44	2.5	9	.5	816	46.6
GS- 2	22,421	6,951	31.0	647	2.9	512	2.3	110	.5	14,201	63.3
GS- 3	104,742	25,851	24.7	3,402	3.2	2,230	2.1	647	.6	72,612	69.3
GS- 4	166,077	32,112	19.3	4,945	3.0	3,052	1.8	1,151	.7	124,817	75.2
GS- 5	154,524	26,171	16.9	4,107	2.7	1,617	1.0	1,230	.8	121,399	78.6
GS- 6	79,953	11,920	14.9	1,564	2.0	426	.5	606	.8	65,437	81.8
GS- 7	111,851	11,340	10.1	2,418	2.2	835	.7	916	.8	96,342	86.1
GS- 8	27,604	2,826	10.2	424	1.5	84	.3	248	.9	24,022	87.0
GS- 9	151,073	9,901	6.6	2,760	1.8	917	.6	1,495	1.0	136,000	90.0
GS-10	19,365	696	3.6	210	1.1	38	.2	210	1.1	18,211	94.0
GS-11	146,102	6,252	4.3	1,797	1.2	577	.4	1,440	1.0	136,036	93.1
GS-12	125,006	3,771	3.0	1,193	1.0	367	.3	1,169	.9	118,506	94.8
GS-13	94,628	2,403	2.5	682	.7	206	.2	720	.8	90,617	95.8
GS-14	46,239	914	2.0	328	.7	106	.2	439	.9	44,452	96.1
GS-15	27,069	464	1.7	189	.7	55	.2	196	.7	26,165	96.7
GS-16	3,857	62	1.6	10	.3	3	.1	13	.3	3,769	97.7
GS-17	1,223	22	1.8	7	.6	2	.2	1	.1	1,191	97.4
GS-18	506	8	1.6	1	.2			1	.2	496	98.0

1970 MINORITY GROUP STUDY

TABLE 1-2

ALL AGENCY SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	520,942	106,619	20.5	30,003	5.8	5,509	1.1	6,155	1.2	372,656	71.5
UP THRU $ 4,999	9,023	5,379	59.6	436	4.8	35	.4	134	1.5	3,039	33.7
$ 5,000-$ 5,499	12,278	5,987	48.8	679	5.5	215	1.8	59	.5	5,338	43.5
$ 5,500-$ 5,999	19,697	9,837	49.9	1,333	6.8	379	1.9	130	.7	8,018	40.7
$ 6,000-$ 6,499	33,483	14,795	44.2	2,032	6.1	532	1.6	379	1.1	15,745	47.0
$ 6,500-$ 6,999	41,828	14,713	35.2	2,414	5.8	510	1.2	589	1.4	23,602	56.4
$ 7,000-$ 7,999	97,824	24,587	25.1	7,616	7.8	1,307	1.3	1,107	1.1	63,207	64.6
$ 8,000-$ 8,999	121,965	17,364	14.2	8,463	6.9	1,079	.9	1,103	.9	93,956	77.0
$ 9,000-$ 9,999	100,062	9,896	9.9	5,178	5.2	871	.9	1,606	1.6	82,511	82.5
$10,000-$11,999	54,516	3,292	6.0	1,398	2.6	380	.7	658	1.2	48,788	89.5
$12,000-$13,999	23,319	641	2.7	388	1.7	150	.6	320	1.4	21,820	93.6
$14,000-$15,999	4,911	104	2.1	51	1.0	36	.7	50	1.0	4,670	95.1
$16,000-$17,999	1,084	15	1.4	9	.8	9	.8	14	1.3	1,037	95.7
$18,000-$19,999	468	3	.6	2	.4	4	.9			459	98.1
$20,000-$21,999	307	3	1.0			2	.7	4	1.3	298	97.1
$22,000-$23,999	59							1	1.7	58	98.3
$24,000-$25,999	36	3	8.3	1	2.8					32	88.9
$26,000-$27,999	49			3	6.1			1	2.0	45	91.8
$28,000-$29,999	27									27	100.0
$30,000 AND OVER	6									6	100.0

1970 MINORITY GROUP STUDY

TABLE 1-3

ALL AGENCY SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL POSTAL FIELD SERVICE.....	713,979	138,753	19.4	19,045	2.7	1,271	.2	4,232	.6	550,678	77.1
PFS- 1	780	370	47.4	24	3.1	3	.4	6	.8	377	48.3
PFS- 2	4,158	1,930	46.4	178	4.3	10	.2	53	1.3	1,987	47.8
PFS- 3	28,077	3,812	13.6	551	2.0	134	.5	107	.4	23,473	83.6
PFS- 4	64,441	28,117	43.6	2,766	4.3	66	.1	405	.6	33,087	51.3
PFS- 5	468,492	90,184	19.2	13,404	2.9	754	.2	2,900	.6	361,250	77.1
PFS- 6	45,239	9,816	21.7	1,216	2.7	80	.2	452	1.0	33,675	74.4
PFS- 7	13,023	789	6.1	135	1.0	50	.4	47	.4	12,002	92.2
PFS- 8	19,613	2,151	11.0	276	1.4	29	.1	136	.7	17,021	86.8
PFS- 9	10,722	420	3.9	103	1.0	26	.2	27	.3	10,146	94.6
PFS-10	9,067	423	4.7	91	1.0	14	.2	44	.5	8,495	93.7
PFS-11	4,306	210	4.9	36	.8	8	.2	14	.3	4,036	93.8
PFS-12	2,655	138	5.2	23	.9	5	.2	8	.3	2,481	93.4
PFS-13	1,441	79	5.5	7	.5			4	.3	1,351	93.8
PFS-14	1,405	96	6.8	13	.9			8	.6	1,288	91.7
PFS-15	1,283	51	4.0	7	.5	2	.2	5	.5	1,217	94.9
PFS-16	684	15	2.2	10	1.5	1	.1			658	96.2
PFS-17	321	8	2.5	3	.9					310	96.6
PFS-18	154	5	3.2	1	.6					148	96.1
PFS-19	59	1	1.7					1	1.7	57	96.6
PFS-20	25	2	8.0							23	92.0
PFS-21	14									14	100.0
4TH CLASS POSTMASTERS	6,954	38	.5	111	1.6	38	.5	2		6,765	97.3
RURAL CARRIERS	31,066	98	.3	90	.3	51	.2	12		30,815	99.2

1970 MINORITY GROUP STUDY

TABLE 1-4

ALL AGENCY SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	52,592	3,335	6.3	637	1.2	141	.3	433	.8	48,046	91.4
UP THRU $ 4,999	2,620	694	26.5	87	3.3	74	2.8	16	.6	1,749	66.8
$ 5,000-$ 5,499	1,258	186	14.8	16	1.3	5	.4	16	1.3	1,035	82.3
$ 5,500-$ 5,999	1,357	171	12.6	22	1.6	5	.4	7	.5	1,152	84.9
$ 6,000-$ 6,499	2,145	351	16.4	17	.8	3	.1	5	.2	1,769	82.5
$ 6,500-$ 6,999	2,732	263	9.6	39	1.4	4	.1	14	.5	2,412	88.3
$ 7,000-$ 7,999	5,312	329	6.2	71	1.3	12	.2	43	.8	4,857	91.4
$ 8,000-$ 8,999	5,749	383	6.7	67	1.2	6	.1	53	.9	5,240	91.1
$ 9,000-$ 9,999	2,906	219	7.5	37	1.3	3	.1	40	1.4	2,607	89.7
$10,000-$11,999	7,833	281	3.6	92	1.2	13	.2	75	1.0	7,372	94.1
$12,000-$13,999	4,155	87	2.1	36	.9	6	.1	51	1.2	3,975	95.7
$14,000-$15,999	2,892	74	2.6	33	1.1	2	.1	28	1.0	2,755	95.3
$16,000-$17,999	2,627	65	2.5	25	1.0	2	.1	19	.7	2,516	95.8
$18,000-$19,999	1,961	52	2.7	11	.6	2	.1	16	.8	1,880	95.9
$20,000-$21,999	2,052	43	2.1	26	1.3	1		19	.9	1,963	95.7
$22,000-$23,999	1,395	31	2.2	17	1.2			7	.5	1,340	96.1
$24,000-$25,999	1,368	29	2.1	20	1.5			9	.7	1,310	95.8
$26,000-$27,999	585	18	3.1	2	.3					565	96.6
$28,000-$29,999	620	11	1.8	1	.2			4	.6	604	97.4
$30,000 AND OVER	3,025	48	1.6	18	.6	3	.1	11	.4	2,945	97.4

1970 MINORITY GROUP STUDY

TABLE 1-5

TERRITORIES AND FOREIGN COUNTRIES SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	47,661	1,281	2.7	981	2.1	33	.1	3,138	6.6	42,228	88.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	23,402	614	2.6	559	2.4	15	.1	1,586	6.8	20,628	88.1
GS- 1	23	1	4.3					1	4.3	21	91.3
GS- 2	268	7	2.6	5	1.9			24	9.0	232	86.6
GS- 3	1,416	74	5.2	16	1.1			86	6.1	1,240	87.6
GS- 4	2,026	72	3.6	66	3.3	4	.2	176	8.7	1,708	84.3
GS- 5	2,250	59	2.6	99	4.4	1		177	7.9	1,914	85.1
GS- 6	1,126	24	2.1	33	2.9			87	7.7	982	87.2
GS- 7	1,525	57	3.7	57	3.7	1	.1	135	8.9	1,275	83.6
GS- 8	410	3	.7	10	2.4			34	8.3	363	88.5
GS- 9	4,900	143	2.9	97	2.0	4	.1	234	4.8	4,422	90.2
GS-10	476	11	2.3	10	2.1			37	7.8	418	87.8
GS-11	3,273	82	2.5	80	2.4			281	8.6	2,830	86.5
GS-12	3,305	59	1.8	58	1.8	4	.1	238	7.2	2,946	89.1
GS-13	1,592	17	1.1	19	1.2	1	.1	66	4.1	1,489	93.5
GS-14	531	4	.8	6	1.1			7	1.3	514	96.8
GS-15	235	1	.4	3	1.3			2	.9	229	97.4
GS-16	35							1	2.9	34	97.1
GS-17	9									9	100.0
GS-18	2									2	100.0

1970 MINORITY GROUP STUDY TABLE 1-6

TERRITORIES AND FOREIGN COUNTRIES SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	6,991	117	1.7	135	1.9	2		1,337	19.1	5,400	77.2
UP THRU $ 4,999	907	9	1.0	8	.9			95	10.5	795	87.7
$ 5,000-$ 5,499	243	7	2.9	6	2.5			31	12.8	199	81.9
$ 5,500-$ 5,999	289	8	2.8	4	1.4			44	15.2	233	80.6
$ 6,000-$ 6,499	439	14	3.2	7	1.6			70	15.9	348	79.3
$ 6,500-$ 6,999	204	10	4.9	3	1.5			35	17.2	156	76.5
$ 7,000-$ 7,999	1,012	13	1.3	10	1.0			268	26.5	721	71.2
$ 8,000-$ 8,999	871	19	2.2	21	2.4	1	.1	208	23.9	622	71.4
$ 9,000-$ 9,999	809	11	1.4	21	2.6	1	.1	141	17.4	635	78.5
$10,000-$11,999	1,066	19	1.8	37	3.5			210	19.7	800	75.0
$12,000-$13,999	701	5	.7	10	1.4			179	25.5	507	72.3
$14,000-$15,999	307	2	.7	7	2.3			41	13.4	257	83.7
$16,000-$17,999	81			1	1.2			11	13.6	69	85.2
$18,000-$19,999	18									18	100.0
$20,000-$21,999	19							3	15.8	16	84.2
$22,000-$23,999	18							1	5.6	17	94.4
$24,000-$25,999	1									1	100.0
$26,000-$27,999	6									6	100.0
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-7

TERRITORIES AND FOREIGN COUNTRIES SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES NUMBER	NEGRO NUMBER	NEGRO PCT	SPANISH SURNAMED NUMBER	SPANISH SURNAMED PCT	AMERICAN INDIAN NUMBER	AMERICAN INDIAN PCT	ORIENTAL NUMBER	ORIENTAL PCT	ALL OTHER EMPLOYEES NUMBER	ALL OTHER EMPLOYEES PCT
TOTAL POSTAL FIELD SERVICE.....	342	3	.9	2	.6			4	1.2	333	97.4
PFS- 1											
PFS- 2	1									1	100.0
PFS- 3	5							1	20.0	4	80.0
PFS- 4	17	1	5.9					1	5.9	15	88.2
PFS- 5	279	2	.7	2	.7			1	.4	274	98.2
PFS- 6	14									14	100.0
PFS- 7	5									5	100.0
PFS- 8	6										
PFS- 9	5							1	16.7	5	83.3
PFS-10	3									5	100.0
PFS-11	3									3	100.0
PFS-12	1									3	100.0
PFS-13	1									1	100.0
PFS-14										1	100.0
PFS-15											
PFS-16											
PFS-17											
PFS-18											
PFS-19											
PFS-20											
PFS-21											
4TH CLASS POSTMASTERS RURAL CARRIERS	2									2	100.0

1970 MINORITY GROUP STUDY TABLE 1-8

TERRITORIES AND FOREIGN COUNTRIES SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	16,926	547	3.2	285	1.7	16	.1	211	1.2	15,867	93.7
UP THRU $ 4,999	17	2	11.8							15	88.2
$ 5,000-$ 5,499	12	1	8.3					1	8.3	10	83.3
$ 5,500-$ 5,999	59			2	3.4			1	1.7	56	94.9
$ 6,000-$ 6,499	33	2	6.1	1	3.0			2	6.1	28	84.8
$ 6,500-$ 6,999	412	11	2.7	8	1.9	1	.2	6	1.5	386	93.7
$ 7,000-$ 7,999	2,465	83	3.4	32	1.3	5	.2	39	1.6	2,306	93.5
$ 8,000-$ 8,999	1,551	53	3.4	29	1.9			29	1.9	1,441	92.9
$ 9,000-$ 9,999	1,534	86	5.6	29	1.9	1	.1	31	2.0	1,387	90.4
$10,000-$11,999	2,512	83	3.3	51	2.0	3	.1	33	1.3	2,342	93.2
$12,000-$13,999	1,330	34	2.6	20	1.5	1	.1	13	1.0	1,262	94.9
$14,000-$15,999	1,215	39	3.2	23	1.9			11	.9	1,142	94.0
$16,000-$17,999	1,176	34	2.9	19	1.6	2	.2	9	.8	1,112	94.6
$18,000-$19,999	759	29	3.8	7	.9	2	.3	8	1.1	713	93.9
$20,000-$21,999	972	27	2.8	19	2.0	1	.1	15	1.5	910	93.6
$22,000-$23,999	785	15	1.9	16	2.0			4	.5	750	95.5
$24,000-$25,999	799	19	2.4	17	2.1			6	.8	757	94.7
$26,000-$27,999	222	7	3.2	2	.9					213	95.9
$28,000-$29,999	285	6	2.1	1	.4			2	.7	276	96.8
$30,000 AND OVER	788	17	2.2	9	1.1			1	.1	761	96.6

1970 MINORITY GROUP STUDY
ALL-AGENCY SUMMARY OF
ALEUT AND ESKIMO EMPLOYMENT IN ALASKA
FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

Pay System	Total Full-Time Employees	Aleut		Eskimo	
		Number	Pct	Number	Pct
Total, All Pay Systems.	13,868	215	1.6	752	5.4
Total General Schedule or Similar.....	7,824	82	1.0	338	4.3
GS- 1	53	4	7.5	13	24.5
GS- 2	366	11	3.0	51	13.9
GS- 3	842	24	2.9	133	15.8
GS- 4	1,057	15	1.4	56	5.3
GS- 5	855	10	1.2	26	3.0
GS- 6	290	5	1.7	20	6.9
GS- 7	625	10	1.6	12	1.9
GS- 8	123	...	...	4	3.3
GS- 9	981	2	.2	13	1.3
GS-10	187	...	...	3	1.6
GS-11	972	...	...	4	.4
GS-12	868	1	.1	1	.1
GS-13	417	...	...	2	.5
GS-14	142	...	...	...	...
GS-15	40	...	...	...	...
GS-16	3	...	...	...	...
GS-17	2	...	...	...	...
GS-18	1	...	...	...	...

1970 MINORITY GROUP STUDY
ALL-AGENCY SUMMARY OF
ALEUT AND ESKIMO EMPLOYMENT IN ALASKA
FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

Pay System	Total Full-Time Employees	Aleut		Eskimo	
		Number	Pct	Number	Pct
Total Wage Systems.....	4,785	113	2.4	327	6.8
Less than $ 5,000	4	...	...	...	...
$ 5,000 - $ 5,499	...	...	...	...	...
$ 5,500 - $ 5,999	...	...	...	...	...
$ 6,000 - $ 6,499	...	...	...	...	...
$ 6,500 - $ 6,999	1	...	...	...	...
$ 7,000 - $ 7,999	31	...	...	3	9.7
$ 8,000 - $ 8,999	183	6	3.3	44	24.0
$ 9,000 - $ 9,999	418	22	5.3	66	15.8
$10,000 - $11,999	788	35	4.4	95	12.1
$12,000 - $13,999	1,516	35	2.3	80	5.3
$14,000 - $15,999	1,197	11	.9	31	2.6
$16,000 - $17,999	319	3	.9	7	2.2
$18,000 - $19,999	176	1	.6	1	.6
$20,000 - $21,999	131	...	...	...	...
$22,000 - $23,999	21	...	...	...	...
$24,000 - $25,999	...	...	...	...	...
$26,000 - $27,999	...	...	...	...	...
$28,000 - $29,999	...	...	...	...	...
$30,000 and over	...	...	...	...	...

1970 MINORITY GROUP STUDY
POST OFFICE DEPARTMENT SUMMARY OF
ALEUT AND ESKIMO EMPLOYMENT IN ALASKA
FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

Pay System	Total Full-Time Employees	Aleut		Eskimo	
		Number	Pct	Number	Pct
Total Postal Field Service.....	906	18	2.0	81	8.9
Level 1	...	...	...	...	...
Level 2	5	...	...	3	60.0
Level 3	76	1	1.3	13	17.1
Level 4	14	...	...	1	7.1
Level 5	542	2	0.4	22	4.1
Level 6	51	1	2.0	4	7.8
Level 7	27	3	11.1	...	...
Level 8	33	...	...	2	6.1
Level 9	18	...	...	3	16.7
Level 10	8	...	...	...	...
Level 11	3	...	...	...	...
Level 12	4	1	25.0	...	...
Level 13	1	...	...	...	...
Level 14	1	...	...	...	...
Level 15	4	...	...	...	...
Level 16	3	...	...	...	...
Level 17	...	...	...	...	...
Level 18	...	...	...	...	...
Level 19	...	...	...	...	...
Level 20	...	...	...	...	...
Level 21	...	...	...	...	...
4th Class Postmasters	113	10	8.8	33	29.2
Rural Carriers	3	...	...	...	...

1970 MINORITY GROUP STUDY
ALL-AGENCY SUMMARY OF
ALEUT AND ESKIMO EMPLOYMENT IN ALASKA
FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

Pay System	Total Full-Time Employees	Aleut		Eskimo	
		Number	Pct	Number	Pct
Total Other Pay Systems..	353	2	.6	6	1.7
Less than $ 5,000	12	1	8.3	3	25.0
$ 5,000 - $ 5,499	2	...	...	1	50.0
$ 5,500 - $ 5,999	2	...	...	...	...
$ 6,000 - $ 6,499	...	...	...	...	...
$ 6,500 - $ 6,999	2	...	...	...	...
$ 7,000 - $ 7,999	3	...	...	...	...
$ 8,000 - $ 8,999	52	...	...	...	...
$ 9,000 - $ 9,999	66	...	...	2	3.0
$10,000 - $11,999	102	1	1.0	...	...
$12,000 - $13,999	31	...	...	...	...
$14,000 - $15,999	24	...	...	...	...
$16,000 - $17,999	21	...	...	...	...
$18,000 - $19,999	21	...	...	...	...
$20,000 - $21,999	7	...	...	...	...
$22,000 - $23,999	1	...	...	...	...
$24,000 - $25,999	5	...	...	...	...
$26,000 - $27,999	1	...	...	...	...
$28,000 - $29,999	...	...	...	...	...
$30,000 and over	1	...	...	...	...

1970 MINORITY GROUP STUDY

TABLE 1-13

DEPARTMENT OF STATE
INCLUDES AGENCY FOR INTERNATIONAL DEVELOPMENT AND PEACE CORPS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	20,690	2,798	13.5	477	2.3	33	.2	184	.9	17,198	83.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,810	1,829	31.5	126	2.2	20	.3	53	.9	3,782	65.1
GS- 1	4	3	75.0							1	25.0
GS- 2	107	83	77.6	2	1.9			1	.9	21	19.6
GS- 3	236	139	58.9	11	4.7	1	.4			85	36.0
GS- 4	428	223	52.1	9	2.1	3	.7	2	.5	191	44.6
GS- 5	679	378	55.7	18	2.7	5	.7	2	.3	276	40.6
GS- 6	572	292	51.0	11	1.9	8	1.4	2	.3	259	45.3
GS- 7	772	302	39.1	22	2.8	1	.1	7	.9	440	57.0
GS- 8	280	91	32.5	7	2.5	2	.7	10	3.6	170	60.7
GS- 9	613	156	25.4	11	1.8			10	1.6	436	71.1
GS-10	61	6	9.8	2	3.3			4	6.6	49	80.3
GS-11	442	86	19.5	16	3.6			7	1.6	333	75.3
GS-12	342	33	9.6	4	1.2			3	.9	302	88.3
GS-13	453	27	6.0	5	1.1			1	.2	420	92.7
GS-14	381	5	1.3	5	1.3			3	.8	368	96.6
GS-15	399	5	1.3	2	.5			1	.3	391	98.0
GS-16	31			1	3.2					30	96.8
GS-17	9									9	100.0
GS-18	1									1	100.0

1970 MINORITY GROUP STUDY

TABLE 1-13a

DEPARTMENT OF STATE
INCLUDES AGENCY FOR INTERNATIONAL DEVELOPMENT AND PEACE CORPS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	327	175	53.5	107	32.7			1	.3	44	13.5
UP THRU $ 4,999	8	8	100.0								
$ 5,000-$ 5,499	1	1	100.0								
$ 5,500-$ 5,999	14	5	35.7	7	50.0					2	14.3
$ 6,000-$ 6,499	41	19	46.3	20	48.8			1	2.4	1	2.4
$ 6,500-$ 6,999	19	13	68.4	6	31.6						
$ 7,000-$ 7,999	76	56	73.7	13	17.1					7	9.2
$ 8,000-$ 8,999	78	40	51.3	31	39.7					7	9.0
$ 9,000-$ 9,999	53	22	41.5	20	37.7					11	20.8
$10,000-$11,999	24	11	45.8	6	25.0					7	29.2
$12,000-$13,999	10			2	20.0					8	80.0
$14,000-$15,999	3			2	66.7					1	33.3
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY TABLE 1-13b

DEPARTMENT OF STATE
INCLUDES AGENCY FOR INTERNATIONAL DEVELOPMENT AND PEACE CORPS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	14,553	794	5.5	244	1.7	13	.1	130	.9	13,372	91.9
UP THRU $ 4,999	5	3	60.0							2	40.0
$ 5,000-$ 5,499	3	3	100.0								
$ 5,500-$ 5,999	67	15	22.4	2	3.0			1	1.5	49	73.1
$ 6,000-$ 6,499	23	7	30.4							16	69.6
$ 6,500-$ 6,999	175	38	21.7	4	2.3	1	.6	1	.6	131	74.9
$ 7,000-$ 7,999	564	72	12.8	14	2.5	5	.9	8	1.4	465	82.4
$ 8,000-$ 8,999	986	85	8.6	29	2.9			12	1.2	860	87.2
$ 9,000-$ 9,999	1,155	130	11.3	22	1.9			13	1.1	990	85.7
$10,000-$11,999	2,519	146	5.8	49	1.9	1		25	1.0	2,298	91.2
$12,000-$13,999	1,244	57	4.6	16	1.3			15	1.2	1,156	92.9
$14,000-$15,999	1,181	49	4.1	25	2.1	1	.1	10	.8	1,096	92.8
$16,000-$17,999	1,171	37	3.2	10	.9	2	.2	7	.6	1,115	95.2
$18,000-$19,999	796	31	3.9	7	.9	1	.1	9	1.1	748	94.0
$20,000-$21,999	984	25	2.5	20	2.0	1	.1	11	1.1	927	94.2
$22,000-$23,999	779	26	3.3	15	1.9			7	.9	731	93.8
$24,000-$25,999	929	19	2.0	17	1.8			8	.9	885	95.3
$26,000-$27,999	296	13	4.4	2	.7					281	94.9
$28,000-$29,999	373	10	2.7	1	.3			1	.3	361	96.8
$30,000 AND OVER	1,303	28	2.1	11	.8	1	.1	2	.2	1,261	96.8

1970 MINORITY GROUP STUDY

TABLE 1-14

DEPARTMENT OF THE TREASURY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT.
TOTAL ALL PAY SYSTEMS..	88,351	13,234	15.0	1,489	1.7	104	.1	596	.7	72,928	82.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	82,318	10,124	12.3	1,263	1.5	98	.1	549	.7	70,284	85.4
GS- 1	165	94	57.0	2	1.2	1	.6	2	1.2	66	40.0
GS- 2	2,007	688	34.3	56	2.8	2	.1	13	.6	1,248	62.2
GS- 3	7,010	2,097	29.9	142	2.0	12	.2	23	.3	4,736	67.6
GS- 4	9,685	2,277	23.5	198	2.0	18	.2	58	.6	7,134	73.7
GS- 5	9,203	1,809	19.7	156	1.7	15	.2	72	.8	7,151	77.7
GS- 6	5,580	836	15.0	111	2.0	7	.1	46	.8	4,580	82.1
GS- 7	7,975	716	9.0	145	1.8	7	.1	58	.7	7,049	88.4
GS- 8	1,068	106	9.9	10	.9	1	.1	7	.7	944	88.4
GS- 9	8,652	565	6.5	149	1.7	7	.1	51	.6	7,880	91.1
GS-10	544	23	4.2	1	.2	1	.2	3	.6	516	94.9
GS-11	10,754	419	3.9	136	1.3	12	.1	75	.7	10,112	94.0
GS-12	9,010	276	3.1	103	1.1	10	.1	74	.8	8,547	94.9
GS-13	6,602	158	2.4	41	.6	4	.1	48	.7	6,351	96.2
GS-14	2,622	49	1.9	10	.4			14	.5	2,549	97.2
GS-15	1,098	9	.8	3	.3	1	.1	5	.5	1,080	98.4
GS-16	207	2	1.0							205	99.0
GS-17	91									91	100.0
GS-18	45									45	100.0

1970 MINORITY GROUP STUDY

TABLE 1-14a

DEPARTMENT OF THE TREASURY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	5,318	3,024	56.9	209	3.9	5	.1	46	.9	2,034	38.2
UP THRU $ 4,999	66	33	50.0	14	21.2					19	28.8
$ 5,000-$ 5,499	97	91	93.8	2	2.1	1	1.0			3	3.1
$ 5,500-$ 5,999	415	365	88.0	5	1.2					45	10.8
$ 6,000-$ 6,499	449	310	69.0	13	2.9					126	28.1
$ 6,500-$ 6,999	462	301	65.2	14	3.0					147	31.8
$ 7,000-$ 7,999	1,951	1,370	70.2	59	3.0			17	.9	505	25.9
$ 8,000-$ 8,999	690	295	42.8	82	11.9			13	1.9	300	43.5
$ 9,000-$ 9,999	309	108	35.0	12	3.9	1	.3	11	3.6	177	57.3
$10,000-$11,999	572	128	22.4	4	.7	3	.5	3	.5	434	75.9
$12,000-$13,999	96	8	8.3	3	3.1			2	2.1	83	86.5
$14,000-$15,999	168	15	8.9							153	91.1
$16,000-$17,999	19			1	5.3					18	94.7
$18,000-$19,999	24									24	100.0
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-14b

DEPARTMENT OF THE TREASURY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	715	86	12.0	17	2.4	1	.1	1	.1	610	85.3
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999	438	75	17.1	11	2.5	1	.2			351	80.1
$ 9,000-$ 9,999	17	1	5.9							16	94.1
$10,000-$11,999	78	6	7.7							72	92.3
$12,000-$13,999	89	3	3.4	1	1.1					85	95.5
$14,000-$15,999	11									11	100.0
$16,000-$17,999	9			3	33.3			1	11.1	5	55.6
$18,000-$19,999	11			1	9.1					10	90.9
$20,000-$21,999	10									10	100.0
$22,000-$23,999	7									7	100.0
$24,000-$25,999	9			1	11.1					8	88.9
$26,000-$27,999	4									4	100.0
$28,000-$29,999	10									10	100.0
$30,000 AND OVER	22	1	4.5							21	95.5

1970 MINORITY GROUP STUDY TABLE 1-15

DEPARTMENT OF DEFENSE SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,009,705	115,462	11.4	41,122	4.1	2,960	.3	11,386	1.1	838,775	83.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	600,044	46,800	7.8	14,187	2.4	1,217	.2	5,814	1.0	532,026	88.7
GS- 1	654	243	37.2	20	3.1	20	3.1	3	.5	368	56.3
GS- 2	8,503	2,068	24.3	260	3.1	32	.4	68	.8	6,075	71.4
GS- 3	51,225	7,575	14.8	2,201	4.3	128	.2	461	.9	40,860	79.8
GS- 4	84,098	10,379	12.3	3,083	3.7	217	.3	750	.9	69,669	82.8
GS- 5	77,185	8,911	11.5	2,563	3.3	177	.2	716	.9	64,818	84.0
GS- 6	36,626	3,323	9.1	802	2.2	74	.2	302	.8	32,125	87.7
GS- 7	52,362	4,233	8.1	1,322	2.5	118	.2	540	1.0	46,149	88.1
GS- 8	12,076	710	5.9	218	1.8	23	.2	82	.7	11,043	91.4
GS- 9	75,249	4,010	5.3	1,774	2.4	165	.2	833	1.1	68,467	91.0
GS-10	6,423	171	2.7	98	1.5	9	.1	92	1.4	6,053	94.2
GS-11	74,039	2,654	3.6	1,014	1.4	120	.2	807	1.1	69,444	93.8
GS-12	60,023	1,481	2.5	541	.9	83	.1	683	1.1	57,235	95.4
GS-13	38,894	826	2.1	242	.6	33	.1	349	.9	37,444	96.3
GS-14	15,144	163	1.1	37	.2	16	.1	94	.6	14,834	98.0
GS-15	6,495	50	.8	10	.2	2		32	.5	6,401	98.6
GS-16	760	2	.3	1	.1			1	.1	756	99.5
GS-17	200			1	.5			1	.5	198	99.0
GS-18	88	1	1.1							87	98.9

1970 MINORITY GROUP STUDY

TABLE 1-15a

DEPARTMENT OF DEFENSE SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	404,110	68,494	16.9	26,893	6.7	1,739	.4	5,475	1.4	301,509	74.6
UP THRU $ 4,999	6,825	3,894	57.1	374	5.5	4	.1	122	1.8	2,431	35.6
$ 5,000-$ 5,499	8,066	3,361	41.7	474	5.9	28	.3	55	.7	4,148	51.4
$ 5,500-$ 5,999	10,682	4,405	41.2	948	8.9	29	.3	107	1.0	5,193	48.6
$ 6,000-$ 6,499	20,954	8,424	40.2	1,561	7.4	66	.3	324	1.5	10,579	50.5
$ 6,500-$ 6,999	28,639	8,376	29.2	2,008	7.0	107	.4	483	1.7	17,665	61.7
$ 7,000-$ 7,999	78,565	16,532	21.0	7,028	8.9	395	.5	964	1.2	53,646	68.3
$ 8,000-$ 8,999	104,318	13,567	13.0	7,930	7.6	467	.4	1,013	1.0	81,341	78.0
$ 9,000-$ 9,999	86,888	7,523	8.7	4,941	5.7	423	.5	1,519	1.7	72,482	83.4
$10,000-$11,999	37,365	1,909	5.1	1,239	3.3	150	.4	577	1.5	33,490	89.6
$12,000-$13,999	16,750	419	2.5	344	2.1	47	.3	253	1.5	15,687	93.7
$14,000-$15,999	3,425	61	1.8	36	1.1	20	.6	44	1.3	3,264	95.3
$16,000-$17,999	815	15	1.8	5	.6	2	.2	9	1.1	784	96.2
$18,000-$19,999	365	3	.8	2	.5					360	98.6
$20,000-$21,999	295	3	1.0			1	.3	3	1.0	288	97.6
$22,000-$23,999	57							1	1.8	56	98.2
$24,000-$25,999	29	2	6.9	1	3.4					26	89.7
$26,000-$27,999	42			2	4.8			1	2.4	39	92.9
$28,000-$29,999	24									24	100.0
$30,000 AND OVER	6									6	100.0

1970 MINORITY GROUP STUDY

TABLE 1-15b

DEPARTMENT OF DEFENSE SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	5,551	168	3.0	42	.8	4	.1	97	1.7	5,240	94.4
UP THRU $ 4,999	78	14	17.9	2	2.6			1	1.3	61	78.2
$ 5,000-$ 5,499	21	1	4.8			1	4.8			19	90.5
$ 5,500-$ 5,999	16									16	100.0
$ 6,000-$ 6,499	34	3	8.8	1	2.9			1	2.9	29	85.3
$ 6,500-$ 6,999	385	6	1.6	4	1.0			3	.8	372	96.6
$ 7,000-$ 7,999	2,219	65	2.9	16	.7	2	.1	32	1.4	2,104	94.8
$ 8,000-$ 8,999	749	28	3.7	4	.5			20	2.7	697	93.1
$ 9,000-$ 9,999	638	37	5.8	7	1.1			20	3.1	574	90.0
$10,000-$11,999	358	11	3.1	2	.6			9	2.5	336	93.9
$12,000-$13,999	164	1	.6	1	.6	1	.6	1	.6	160	97.6
$14,000-$15,999	98	1	1.0	1	1.0			3	3.1	93	94.9
$16,000-$17,999	110			2	1.8			1	.9	107	97.3
$18,000-$19,999	102							1	1.0	101	99.0
$20,000-$21,999	60	1	1.7	1	1.7					58	96.7
$22,000-$23,999	53			1	1.9					52	98.1
$24,000-$25,999	33									33	100.0
$26,000-$27,999	21									21	100.0
$28,000-$29,999	32							1	3.1	31	96.9
$30,000 AND OVER	380							4	1.1	376	98.9

1970 MINORITY GROUP STUDY TABLE 1-16

OFFICE OF THE SECRETARY OF DEFENSE AND OTHER DEFENSE ACTIVITIES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	12,084	776	6.4	508	4.2	28	.2	131	1.1	10,641	88.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	11,374	706	6.2	273	2.4	17	.1	127	1.1	10,251	90.1
GS- 1	1	1	100.0								
GS- 2	46	5	10.9	1	2.2					40	87.0
GS- 3	281	23	8.2	30	10.7					228	81.1
GS- 4	697	94	13.5	73	10.5	3	.4	8	1.1	519	74.5
GS- 5	1,053	167	15.9	50	4.7	1	.1	10	.9	825	78.3
GS- 6	959	110	11.5	23	2.4			10	1.0	816	85.1
GS- 7	1,052	76	7.2	24	2.3	6	.6	9	.9	937	89.1
GS- 8	233	25	10.7	5	2.1			1	.4	202	86.7
GS- 9	815	71	8.7	25	3.1	1	.1	13	1.6	705	86.5
GS-10	65	5	7.7							60	92.3
GS-11	1,900	63	3.3	22	1.2	2	.1	33	1.7	1,780	93.7
GS-12	1,444	33	2.3	10	.7	2	.1	20	1.4	1,379	95.5
GS-13	1,120	22	2.0	7	.6			9	.8	1,082	96.6
GS-14	767	4	.5	2	.3	2	.3	10	1.3	749	97.7
GS-15	725	5	.7					3	.4	717	98.9
GS-16	125	1	.8					1	.8	123	98.4
GS-17	62			1	1.6					51	98.4
GS-18	29	1	3.4							28	96.6

1970 MINORITY GROUP STUDY

TABLE 1-16a

OFFICE OF THE SECRETARY OF DEFENSE AND OTHER DEFENSE ACTIVITIES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	603	70	11.6	235	39.0	11	1.8	3	.5	284	47.1
UP THRU $ 4,999	2			1	50.0					1	50.0
$ 5,000-$ 5,499	17			11	64.7	5	29.4			1	5.9
$ 5,500-$ 5,999	30	2	6.7	25	83.3					3	10.0
$ 6,000-$ 6,499	59	5	8.5	39	66.1	1	1.7			14	23.7
$ 6,500-$ 6,999	40	3	7.5	23	57.5	1	2.5			13	32.5
$ 7,000-$ 7,999	101	33	32.7	41	40.6					27	26.7
$ 8,000-$ 8,999	146	2	1.4	62	42.5	3	2.1	2	1.4	77	52.7
$ 9,000-$ 9,999	92	13	14.1	24	26.1	1	1.1			54	58.7
$10,000-$11,999	76	9	11.8	8	10.5			1	1.3	58	76.3
$12,000-$13,999	28	1	3.6	1	3.6					26	92.9
$14,000-$15,999	8									8	100.0
$16,000-$17,999	4	2	50.0							2	50.0
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY TABLE 1-16b

OFFICE OF THE SECRETARY OF DEFENSE AND OTHER DEFENSE ACTIVITIES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	107							1	.9	106	99.1
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999	1									1	100.0
$24,000-$25,999											
$26,000-$27,999	8									8	100.0
$28,000-$29,999	14									14	100.0
$30,000 AND OVER	84							1	1.2	83	98.8

1970 MINORITY GROUP STUDY

TABLE 1-17

DEPARTMENT OF THE ARMY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	359,754	41,265	11.5	13,105	3.6	865	.2	3,430	1.0	301,089	83.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	237,914	20,706	8.7	5,124	2.2	398	.2	2,445	1.0	209,241	87.9
GS- 1	190	106	55.8	7	3.7	4	2.1	1	.5	72	37.9
GS- 2	3,945	1,108	28.1	99	2.5	14	.4	25	.6	2,699	68.4
GS- 3	19,215	3,298	17.2	628	3.3	41	.2	170	.9	15,078	78.5
GS- 4	33,012	4,679	14.2	1,204	3.6	72	.2	269	.8	26,788	81.1
GS- 5	30,782	3,717	12.1	906	2.9	55	.2	279	.9	25,825	83.9
GS- 6	18,429	1,668	9.1	369	2.0	35	.2	144	.8	16,213	88.0
GS- 7	22,635	1,903	8.4	484	2.1	48	.2	258	1.1	19,942	88.1
GS- 8	4,932	326	6.6	82	1.7	7	.1	36	.7	4,481	90.9
GS- 9	28,110	1,692	6.0	584	2.1	37	.1	392	1.4	25,405	90.4
GS-10	2,520	74	2.9	35	1.4	3	.1	28	1.1	2,380	94.4
GS-11	27,074	1,143	4.2	364	1.3	36	.1	348	1.3	25,183	93.0
GS-12	23,807	623	2.6	233	1.0	34	.1	319	1.3	22,598	94.9
GS-13	15,065	288	1.9	106	.7	8	.1	126	.8	14,537	96.5
GS-14	5,745	67	1.2	18	.3	3	.1	39	.7	5,618	97.8
GS-15	2,138	13	.6	5	.2	1		11	.5	2,108	98.6
GS-16	192	1	.5							191	99.5
GS-17	82									82	100.0
GS-18	41									41	100.0

1970 MINORITY GROUP STUDY

TABLE 1-17a

DEPARTMENT OF THE ARMY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	120,260	20,514	17.1	7,975	6.6	467	.4	973	.8	90,331	75.1
UP THRU $ 4,999	1,716	1,270	74.0	71	4.1	1	.1	2	.1	372	21.7
$ 5,000-$ 5,499	2,613	1,208	46.2	244	9.3	14	.5	9	.3	1,138	43.6
$ 5,500-$ 5,999	3,682	1,463	39.7	361	9.8	16	.4	37	1.0	1,805	49.0
$ 6,000-$ 6,499	8,138	2,925	35.9	628	7.7	34	.4	42	.5	4,509	55.4
$ 6,500-$ 6,999	10,796	2,878	26.7	707	6.5	40	.4	52	.5	7,119	65.9
$ 7,000-$ 7,999	28,328	5,349	18.9	2,215	7.8	114	.4	191	.7	20,459	72.2
$ 8,000-$ 8,999	30,324	3,123	10.3	2,103	6.9	147	.5	154	.5	24,797	81.8
$ 9,000-$ 9,999	19,039	1,512	7.9	1,218	6.4	63	.3	199	1.0	16,047	84.3
$10,000-$11,999	10,211	614	6.0	336	3.3	28	.3	177	1.7	9,056	88.7
$12,000-$13,999	3,684	128	3.5	77	2.1	5	.1	88	2.4	3,386	91.9
$14,000-$15,999	1,229	32	2.6	13	1.1	5	.4	20	1.6	1,159	94.3
$16,000-$17,999	292	9	3.1					1	.3	282	96.6
$18,000-$19,999	121	3	2.5	2	1.7					116	95.9
$20,000-$21,999	75							1	1.3	74	98.7
$22,000-$23,999	12									12	100.0
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-17b

DEPARTMENT OF THE ARMY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	1,580	45	2.8	6	.4			12	.8	1,517	96.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499	8	2	25.0							6	75.0
$ 6,500-$ 6,999	136	1	.7							135	99.3
$ 7,000-$ 7,999	724	25	3.5	4	.6			3	.4	692	95.6
$ 8,000-$ 8,999	280	6	2.1					3	1.1	271	96.8
$ 9,000-$ 9,999	233	8	3.4					2	.9	223	95.7
$10,000-$11,999	121	2	1.7					4	3.3	115	95.0
$12,000-$13,999	11	1	9.1							10	90.9
$14,000-$15,999	6									6	100.0
$16,000-$17,999											
$18,000-$19,999	3									3	100.0
$20,000-$21,999	2			1	50.0					1	50.0
$22,000-$23,999	12			1	8.3					11	91.7
$24,000-$25,999	4									4	100.0
$26,000-$27,999	3									3	100.0
$28,000-$29,999	3									3	100.0
$30,000 AND OVER	34									34	100.0

1970 MINORITY GROUP STUDY

TABLE 1-18

DEPARTMENT OF THE NAVY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	318,913	43,788	13.7	7,298	2.3	824	.3	5,677	1.8	261,326	81.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	158,986	12,714	8.0	2,016	1.3	278	.2	2,036	1.3	141,942	89.3
GS- 1	308	66	21.4	5	1.6			2	.6	235	76.3
GS- 2	2,946	581	19.7	62	2.1	10	.3	35	1.2	2,258	76.6
GS- 3	16,006	2,418	15.1	313	2.0	34	.2	207	1.3	13,034	81.4
GS- 4	23,904	2,822	11.8	453	1.9	63	.3	290	1.2	20,276	84.8
GS- 5	18,941	2,459	13.0	280	1.5	45	.2	250	1.3	15,907	84.0
GS- 6	7,615	889	11.7	95	1.2	12	.2	83	1.1	6,536	85.8
GS- 7	12,064	1,058	8.8	155	1.3	20	.2	161	1.3	10,670	88.4
GS- 8	2,657	191	7.2	36	1.4	2	.1	35	1.3	2,393	90.1
GS- 9	18,313	905	4.9	243	1.3	29	.2	244	1.3	16,892	92.2
GS-10	2,168	51	2.4	36	1.7	4	.2	52	2.4	2,025	93.4
GS-11	19,299	605	3.1	181	.9	28	.1	256	1.3	18,229	94.5
GS-12	16,281	374	2.3	102	.6	19	.1	240	1.5	15,546	95.5
GS-13	11,295	232	2.1	47	.4	7	.1	144	1.3	10,865	96.2
GS-14	4,730	51	1.1	7	.1	4	.1	24	.5	4,644	98.2
GS-15	2,135	12	.6	1		1		13	.6	2,108	98.7
GS-16	285									285	100.0
GS-17	30									30	100.0
GS-18	9									9	100.0

1970 MINORITY GROUP STUDY

TABLE 1-18a

DEPARTMENT OF THE NAVY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	158,364	31,021	19.6	5,264	3.3	545	.3	3,631	2.3	117,903	74.5
UP THRU $ 4,999	2,964	997	33.6	265	8.9	1		106	3.6	1,595	53.8
$ 5,000-$ 5,499	4,048	1,507	37.2	80	2.0	4	.1	37	.9	2,420	59.8
$ 5,500-$ 5,999	4,077	1,840	45.1	97	2.4	2		64	1.6	2,074	50.9
$ 6,000-$ 6,499	8,100	3,853	47.6	181	2.2	18	.2	254	3.1	3,794	46.8
$ 6,500-$ 6,999	9,407	3,526	37.5	233	2.5	11	.1	393	4.2	5,244	55.7
$ 7,000-$ 7,999	25,732	6,782	26.4	933	3.6	135	.5	619	2.4	17,263	67.1
$ 8,000-$ 8,999	41,266	7,238	17.5	1,347	3.3	146	.4	653	1.6	31,882	77.3
$ 9,000-$ 9,999	37,991	4,296	11.3	1,666	4.4	163	.4	1,078	2.8	30,788	81.0
$10,000-$11,999	14,735	786	5.3	315	2.1	42	.3	298	2.0	13,294	90.2
$12,000-$13,999	8,358	184	2.2	129	1.5	18	.2	116	1.4	7,911	94.7
$14,000-$15,999	1,007	9	.9	12	1.2	5	.5	6	.6	975	96.8
$16,000-$17,999	274	1	.4	3	1.1			3	1.1	267	97.4
$18,000-$19,999	142									142	100.0
$20,000-$21,999	130							2	1.5	128	98.5
$22,000-$23,999	34							1	2.9	33	97.1
$24,000-$25,999	28	2	7.1	1	3.6					25	89.3
$26,000-$27,999	41			2	4.9			1	2.4	38	92.7
$28,000-$29,999	24									24	100.0
$30,000 AND OVER	6									6	100.0

1970 MINORITY GROUP STUDY TABLE 1-18b

DEPARTMENT OF THE NAVY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	1,563	53	3.4	18	1.2	1	.1	10	.6	1,481	94.8
UP THRU $ 4,999	50	10	20.0	2	4.0					38	76.0
$ 5,000-$ 5,499	16	1	6.3							15	93.8
$ 5,500-$ 5,999	14									14	100.0
$ 6,000-$ 6,499	17	1	5.9	1	5.9			1	5.9	14	82.4
$ 6,500-$ 6,999	40	1	2.5	3	7.5			1	2.5	35	87.5
$ 7,000-$ 7,999	343	10	2.9	3	.9			1	.3	329	95.9
$ 8,000-$ 8,999	118	9	7.6					1	.8	108	91.5
$ 9,000-$ 9,999	126	14	11.1	4	3.2					108	85.7
$10,000-$11,999	115	5	4.3	1	.9					109	94.8
$12,000-$13,999	145			1	.7	1	.7	1	.7	142	97.9
$14,000-$15,999	87	1	1.1	1	1.1			3	3.4	82	94.3
$16,000-$17,999	108			2	1.9			1	.9	105	97.2
$18,000-$19,999	99							1	1.0	98	99.0
$20,000-$21,999	58	1	1.7							57	98.3
$22,000-$23,999	40									40	100.0
$24,000-$25,999	29									29	100.0
$26,000-$27,999	10									10	100.0
$28,000-$29,999	5									5	100.0
$30,000 AND OVER	143									143	100.0

1970 MINORITY GROUP STUDY

TABLE 1-19

DEPARTMENT OF THE AIR FORCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	267,451	19,519	7.3	19,399	7.3	1,179	.4	1,905	.7	225,449	84.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	151,217	6,988	4.6	6,431	4.3	478	.3	1,026	.7	136,294	90.1
GS- 1	94	28	29.8	6	6.4	16	17.0			44	46.8
GS- 2	1,093	203	18.6	88	8.1	8	.7	8	.7	786	71.9
GS- 3	13,130	1,098	8.4	1,197	9.1	47	.4	74	.6	10,714	81.6
GS- 4	20,946	1,445	6.9	1,290	6.2	72	.3	155	.7	17,984	85.9
GS- 5	21,509	1,415	6.6	1,281	6.0	72	.3	142	.7	18,599	86.5
GS- 6	8,247	376	4.6	305	3.7	24	.3	56	.7	7,486	90.8
GS- 7	13,620	645	4.7	625	4.6	41	.3	92	.7	12,217	89.7
GS- 8	3,948	111	2.8	92	2.3	14	.4	9	.2	3,722	94.3
GS- 9	20,554	632	3.1	853	4.2	89	.4	160	.8	18,820	91.6
GS-10	1,438	26	1.8	25	1.7	2	.1	12	.8	1,373	95.5
GS-11	18,361	471	2.6	406	2.2	45	.2	141	.8	17,298	94.2
GS-12	14,298	297	2.1	181	1.3	26	.2	90	.6	13,704	95.8
GS-13	9,352	200	2.1	67	.7	15	.2	61	.7	9,C09	96.3
GS-14	3,262	28	.9	10	.3	7	.2	20	.6	3,197	98.0
GS-15	1,193	13	1.1	4	.3			5	.4	1,171	98.2
GS-16	144			1	.7					143	99.3
GS-17	20							1	5.0	19	95.0
GS-18	8									8	100.0

1970 MINORITY GROUP STUDY

TABLE 1-19a

DEPARTMENT OF THE AIR FORCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	113,933	12,461	10.9	12,950	11.4	698	.6	805	.7	87,019	76.4
UP THRU $ 4,999	1,084	679	62.6	35	3.2	2	.2	13	1.2	355	32.7
$ 5,000-$ 5,499	1,083	419	38.7	138	12.7	5	.5	9	.8	512	47.3
$ 5,500-$ 5,999	2,247	673	30.0	458	20.4	11	.5	5	.2	1,100	49.0
$ 6,000-$ 6,499	3,608	930	25.8	694	19.2	12	.3	27	.7	1,945	53.9
$ 6,500-$ 6,999	5,935	1,177	19.8	914	15.4	50	.8	29	.5	3,765	63.4
$ 7,000-$ 7,999	21,685	3,659	16.9	3,614	16.7	138	.6	117	.5	14,157	65.3
$ 8,000-$ 8,999	31,105	2,793	9.0	4,370	14.0	168	.5	193	.6	23,581	75.8
$ 9,000-$ 9,999	29,163	1,593	5.5	2,025	6.9	195	.7	240	.8	25,110	86.1
$10,000-$11,999	11,832	419	3.5	557	4.7	80	.7	100	.8	10,676	90.2
$12,000-$13,999	4,570	93	2.0	132	2.9	24	.5	49	1.1	4,272	93.5
$14,000-$15,999	1,173	20	1.7	11	.9	10	.9	18	1.5	1,114	95.0
$16,000-$17,999	243	3	1.2	2	.8	2	.8	5	2.1	231	95.1
$18,000-$19,999	102									102	100.0
$20,000-$21,999	90	3	3.3			1	1.1			86	95.6
$22,000-$23,999	11									11	100.0
$24,000-$25,999	1									1	100.0
$26,000-$27,999	1									1	100.0
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-19b

DEPARTMENT OF THE AIR FORCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	2,301	70	3.0	18	.8	3	.1	74	3.2	2,136	92.8
UP THRU $ 4,999	28	4	14.3					1	3.6	23	82.1
$ 5,000-$ 5,499	5					1	20.0			4	80.0
$ 5,500-$ 5,999	2									2	100.0
$ 6,000-$ 6,499	9									9	100.0
$ 6,500-$ 6,999	209	4	1.9	1	.5			2	1.0	202	96.7
$ 7,000-$ 7,999	1,152	30	2.6	9	.8	2	.2	28	2.4	1,083	94.0
$ 8,000-$ 8,999	351	13	3.7	4	1.1			16	4.6	318	90.6
$ 9,000-$ 9,999	279	15	5.4	3	1.1			18	6.5	243	87.1
$10,000-$11,999	122	4	3.3	1	.8			5	4.1	112	91.8
$12,000-$13,999	8									8	100.0
$14,000-$15,999	5									5	100.0
$16,000-$17,999	2									2	100.0
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999	10							1	10.0	9	90.0
$30,000 AND OVER	119							3	2.5	116	97.5

1970 MINORITY GROUP STUDY

TABLE 1-20

DEFENSE SUPPLY AGENCY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	51,503	10,114	19.6	812	1.6	64	.1	243	.5	40,270	78.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	40,553	5,686	14.0	343	.8	46	.1	180	.4	34,298	84.6
GS- 1	61	42	68.9	2	3.3					17	27.9
GS- 2	473	171	36.2	10	2.1					292	61.7
GS- 3	2,593	738	28.5	33	1.3	6	.2	10	.4	1,806	69.6
GS- 4	5,539	1,339	24.2	63	1.1	7	.1	28	.5	4,102	74.1
GS- 5	4,900	1,153	23.5	46	.9	4	.1	35	.7	3,662	74.7
GS- 6	1,376	280	20.3	10	.7	3	.2	9	.7	1,074	78.1
GS- 7	2,991	551	18.4	34	1.1	3	.1	20	.7	2,383	79.7
GS- 8	306	57	18.6	3	1.0			1	.3	245	80.1
GS- 9	7,457	710	9.5	69	.9	9	.1	24	.3	6,645	89.1
GS-10	232	15	6.5	2	.9					215	92.7
GS-11	7,405	372	5.0	41	.6	9	.1	29	.4	6,954	93.9
GS-12	4,193	154	3.7	15	.4	2		14	.3	4,008	95.6
GS-13	2,062	84	4.1	15	.7	3	.1	9	.4	1,951	94.6
GS-14	640	13	2.0					1	.2	626	97.8
GS-15	304	7	2.3							297	97.7
GS-16	14									14	100.0
GS-17	6									6	100.0
GS-18	1									1	100.0

1970 MINORITY GROUP STUDY

TABLE 1-20a

DEFENSE SUPPLY AGENCY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	10,950	4,428	40.4	469	4.3	18	.2	63	.6	5,972	54.5
UP THRU $ 4,999	1,059	948	89.5	2	.2			1	.1	108	10.2
$ 5,000-$ 5,499	305	227	74.4	1	.3					77	25.2
$ 5,500-$ 5,999	646	427	66.1	7	1.1			1	.2	211	32.7
$ 6,000-$ 6,499	1,049	711	67.8	19	1.8	1	.1	1	.1	317	30.2
$ 6,500-$ 6,999	2,461	792	32.2	131	5.3	5	.2	9	.4	1,524	61.9
$ 7,000-$ 7,999	2,719	709	26.1	225	8.3	8	.3	37	1.4	1,740	64.0
$ 8,000-$ 8,999	1,477	411	27.8	48	3.2	3	.2	11	.7	1,C04	68.0
$ 9,000-$ 9,999	603	109	18.1	8	1.3	1	.2	2	.3	483	80.1
$10,000-$11,999	511	81	15.9	23	4.5			1	.2	406	79.5
$12,000-$13,999	110	13	11.8	5	4.5					92	83.6
$14,000-$15,999	8									8	100.0
$16,000-$17,999	2									2	100.0
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-21

DEPARTMENT OF JUSTICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	39,373	3,737	9.5	953	2.4	44	.1	154	.4	34,485	87.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	36,947	3,550	9.6	878	2.4	42	.1	144	.4	32,333	87.5
GS- 1	18	14	77.8							4	22.2
GS- 2	386	161	41.7	8	2.1					217	56.2
GS- 3	4,114	1,017	24.7	124	3.0	4	.1	12	.3	2,957	71.9
GS- 4	3,979	709	17.8	163	4.1	4	.1	30	.8	3,073	77.2
GS- 5	3,776	539	14.3	93	2.5	6	.2	28	.7	3,110	82.4
GS- 6	2,747	428	15.6	135	4.9	3	.1	15	.5	2,166	78.8
GS- 7	3,806	223	5.9	131	3.4	6	.2	8	.2	3,438	90.3
GS- 8	1,587	97	6.1	54	3.4	1	.1	8	.5	1,427	89.9
GS- 9	2,749	118	4.3	72	2.6	7	.3	9	.3	2,543	92.5
GS-10	2,303	26	1.1	18	.8	1		7	.3	2,251	97.7
GS-11	2,826	83	2.9	31	1.1	3	.1	14	.5	2,695	95.4
GS-12	2,205	53	2.4	18	.8	3	.1	11	.5	2,120	96.1
GS-13	4,227	45	1.1	20	.5	2		2		4,158	98.4
GS-14	1,159	28	2.4	7	.6					1,124	97.0
GS-15	752	5	.7	2	.3	1	.1			744	98.9
GS-16	184	4	2.2	1	.5	1	.5			178	96.7
GS-17	92			1	1.1					91	98.9
GS-18	37									37	100.0

1970 MINORITY GROUP STUDY

TABLE 1-21a

DEPARTMENT OF JUSTICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	1,390	122	8.8	51	3.7	1	.1	5	.4	1,211	87.1
UP THRU $ 4,999	8	3	37.5							5	62.5
$ 5,000-$ 5,499	6	2	33.3	1	16.7					3	50.0
$ 5,500-$ 5,999	28	9	32.1	2	7.1					17	60.7
$ 6,000-$ 6,499	35	12	34.3	7	20.0					16	45.7
$ 6,500-$ 6,999	24	11	45.8							13	54.2
$ 7,000-$ 7,999	91	36	39.6	11	12.1					44	48.4
$ 8,000-$ 8,999	117	20	17.1	16	13.7			2	1.7	79	67.5
$ 9,000-$ 9,999	108	8	7.4	3	2.8			1	.9	96	88.9
$10,000-$11,999	537	16	3.0	10	1.9	1	.2	1	.2	509	94.8
$12,000-$13,999	417	5	1.2	1	.2			1	.2	410	98.3
$14,000-$15,999	18									18	100.0
$16,000-$17,999											
$18,000-$19,999	1									1	100.0
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY TABLE 1-21b

DEPARTMENT OF JUSTICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	1,036	65	6.3	24	2.3	1	.1	5	.5	941	90.8
UP THRU $ 4,999	54	27	50.0	18	33.3	1	1.9	2	3.7	6	11.1
$ 5,000-$ 5,499											
$ 5,500-$ 5,999	1									1	100.0
$ 6,000-$ 6,499											
$ 6,500-$ 6,999	1									1	100.0
$ 7,000-$ 7,999	1									1	100.0
$ 8,000-$ 8,999	1									1	100.0
$ 9,000-$ 9,999	3									3	100.0
$10,000-$11,999	55	2	3.6	2	3.6					51	92.7
$12,000-$13,999	123	5	4.1							118	95.9
$14,000-$15,999	186	6	3.2							180	96.8
$16,000-$17,999	170	7	4.1	2	1.2					161	94.7
$18,000-$19,999	140	7	5.0	1	.7			2	1.4	130	92.9
$20,000-$21,999	81	5	6.2							76	93.8
$22,000-$23,999	52	2	3.8							50	96.2
$24,000-$25,999	44	2	4.5							42	95.5
$26,000-$27,999	38	1	2.6							37	97.4
$28,000-$29,999	13									13	100.0
$30,000 AND OVER	73	1	1.4	1	1.4			1	1.4	70	95.9

1970 MINORITY GROUP STUDY

TABLE 1-22

POST OFFICE DEPARTMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	716,812	139,283	19.4	19,063	2.7	1,273	.2	4,250	.6	552,943	77.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,775	498	17.9	18	.6	2	.1	18	.6	2,239	80.7
GS- 1											
GS- 2	13	11	84.6							2	15.4
GS- 3	58	30	51.7	1	1.7					27	46.6
GS- 4	142	93	65.5								
GS- 5	226	110	48.7	3	1.3	1	.4	2	1.4	47	33.1
GS- 6	178	57	32.0	1	.6			1	.6	112	49.6
GS- 7	248	57	23.0	3	1.2					119	66.9
GS- 8	42	6	14.3							188	75.8
GS- 9	247	34	13.8	1	.4			3	1.2	36	85.7
GS-10	15	2	13.3							209	84.6
GS-11	196	25	12.8	1	.5			1	.5	13	86.7
GS-12	279	27	9.7	4	1.4			3	1.1	169	86.2
GS-13	410	24	5.9	3	.7			5	1.2	245	87.8
GS-14	392	10	2.6	1	.3			3	.8	378	92.2
GS-15	237	10	4.2			1	.4			378	96.4
GS-16	61	2	3.3							226	95.4
GS-17	19									59	96.7
GS-18	12									19	100.0
										12	100.0

1970 MINORITY GROUP STUDY TABLE 1-22a

POST OFFICE DEPARTMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	46	31	67.4							15	32.6
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999	1	1	100.0								
$ 6,000-$ 6,499											
$ 6,500-$ 6,999	6	5	83.3							1	16.7
$ 7,000-$ 7,999	8	7	87.5							1	12.5
$ 8,000-$ 8,999	6	3	50.0							3	50.0
$ 9,000-$ 9,999	8	6	75.0							2	25.0
$10,000-$11,999	14	8	57.1							6	42.9
$12,000-$13,999	2	1	50.0							1	50.0
$14,000-$15,999	1									1	100.0
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-22b

POST OFFICE DEPARTMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL POSTAL FIELD SERVICE.....	713,979	138,753	19.4	19,045	2.7	1,271	.2	4,232	.6	550,678	77.1
PFS- 1	780	370	47.4	24	3.1	3	.4	6	.8	377	48.3
PFS- 2	4,158	1,930	46.4	178	4.3	10	.2	53	1.3	1,987	47.8
PFS- 3	28,077	3,812	13.6	551	2.0	134	.5	107	.4	23,473	83.6
PFS- 4	64,441	28,117	43.6	2,766	4.3	66	.1	405	.6	33,087	51.3
PFS- 5	468,492	90,184	19.2	13,404	2.9	754	.2	2,900	.6	361,250	77.1
PFS- 6	45,239	9,816	21.7	1,216	2.7	80	.2	452	1.0	33,675	74.4
PFS- 7	13,023	789	6.1	135	1.0	50	.4	47	.4	12,002	92.2
PFS- 8	19,613	2,151	11.0	276	1.4	29	.1	136	.7	17,021	86.8
PFS- 9	10,722	420	3.9	103	1.0	26	.2	27	.3	10,146	94.6
PFS-10	9,067	423	4.7	91	1.0	14	.2	44	.5	8,495	93.7
PFS-11	4,306	210	4.9	36	.8	8	.2	14	.3	4,038	93.8
PFS-12	2,655	138	5.2	23	.9	5	.2	8	.3	2,481	93.4
PFS-13	1,441	79	5.5	7	.5			4	.3	1,351	93.8
PFS-14	1,405	96	6.8	13	.9			8	.6	1,288	91.7
PFS-15	1,283	51	4.0	7	.5	2	.2	6	.5	1,217	94.9
PFS-16	684	15	2.2	10	1.5	1	.1			658	96.2
PFS-17	321	8	2.5	3	.9					310	96.6
PFS-18	154	5	3.2	1	.6					148	96.1
PFS-19	59	1	1.7					1	1.7	57	96.6
PFS-20	25	2	8.0							23	92.0
PFS-21	14									14	100.0
4TH CLASS POSTMASTERS	6,954	38	.5	111	1.6	38	.5	2		6,765	97.3
RURAL CARRIERS	31,066	98	.3	90	.3	51	.2	12		30,815	99.2

1970 MINORITY GROUP STUDY

TABLE 1-22c

POST OFFICE DEPARTMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	12	1	8.3							11	91.7
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999	1									1	100.0
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999	1									1	100.0
$28,000-$29,999											
$30,000 AND OVER	10	1	10.0							9	90.0

1970 MINORITY GROUP STUDY

TABLE 1-23

DEPARTMENT OF THE INTERIOR

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	63,354	3,144	5.0	1,263	2.0	9,107	14.4	414	.7	49,426	78.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	50,725	2,020	4.0	861	1.7	6,431	12.7	390	.8	41,023	80.9
GS- 1	97	19	19.6	6	6.2	13	13.4			59	60.8
GS- 2	808	74	9.2	21	2.6	195	24.1	2	.2	516	63.9
GS- 3	3,132	210	6.7	97	3.1	1,372	43.8	7	.2	1,446	46.2
GS- 4	5,233	259	4.9	158	3.0	2,015	38.5	27	.5	2,774	53.0
GS- 5	5,537	374	6.8	147	2.7	1,011	18.3	39	.7	3,966	71.6
GS- 6	2,402	196	8.2	56	2.3	169	7.0	29	1.2	1,952	81.3
GS- 7	4,731	234	4.9	84	1.8	403	8.5	25	.5	3,985	84.2
GS- 8	588	40	6.8	10	1.7	26	4.4	6	1.0	506	86.1
GS- 9	7,625	324	4.2	116	1.5	563	7.4	61	.8	6,561	86.0
GS-10	376	13	3.5	7	1.9	8	2.1	4	1.1	344	91.5
GS-11	7,133	169	2.4	81	1.1	300	4.2	75	1.1	6,508	91.2
GS-12	6,011	61	1.0	46	.8	175	2.9	54	.9	5,675	94.4
GS-13	3,666	22	.6	16	.4	95	2.6	36	1.0	3,497	95.4
GS-14	2,115	16	.8	13	.6	57	2.7	15	.7	2,014	95.2
GS-15	1,075	8	.7	2	.2	26	2.4	7	.7	1,032	96.0
GS-16	132	1	.8			2	1.5	2	1.5	127	96.2
GS-17	53			1	1.9	1	1.9			51	96.2
GS-18	11							1	9.1	10	90.9

1970 MINORITY GROUP STUDY

TABLE 1-23a

DEPARTMENT OF THE INTERIOR

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	11,688	970	8.3	395	3.4	2,651	22.7	24	.2	7,648	65.4
UP THRU $ 4,999	65	21	32.3			17	26.2			27	41.5
$ 5,000-$ 5,499	258	32	12.4	21	8.1	101	39.1			104	40.3
$ 5,500-$ 5,999	517	47	9.1	15	2.9	262	50.7	1	.2	192	37.1
$ 6,000-$ 6,499	874	236	27.0	34	3.9	292	33.4			312	35.7
$ 6,500-$ 6,999	771	94	12.2	44	5.7	247	32.0	1	.1	385	49.9
$ 7,000-$ 7,999	1,975	277	14.0	106	5.4	693	35.1	1	.1	898	45.5
$ 8,000-$ 8,999	2,089	125	6.0	92	4.4	480	23.0	5	.2	1,387	66.4
$ 9,000-$ 9,999	1,504	53	3.5	32	2.1	346	23.0	4	.3	1,069	71.1
$10,000-$11,999	2,487	69	2.8	31	1.2	146	5.9	10	.4	2,231	89.7
$12,000-$13,999	883	15	1.7	13	1.5	58	6.6	2	.2	795	90.0
$14,000-$15,999	212	1	.5	6	2.8	5	2.4			200	94.3
$16,000-$17,999	39			1	2.6	2	5.1			36	92.3
$18,000-$19,999	7					1	14.3			6	85.7
$20,000-$21,999	5					1	20.0			4	80.0
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999	2									2	100.0
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

DEPARTMENT OF THE INTERIOR

TABLE 1-23b

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	941	154	16.4	7	.7	25	2.7			755	80.2
UP THRU $ 4,999	26					21	80.8			5	19.2
$ 5,000-$ 5,499	21	1	4.8	2	9.5					18	85.7
$ 5,500-$ 5,999	88	7	8.0	2	2.3	2	2.3			77	87.5
$ 6,000-$ 6,499	76	16	21.1							60	78.9
$ 6,500-$ 6,999	39	5	12.8							34	87.2
$ 7,000-$ 7,999	123	28	22.8	2	1.6					93	75.6
$ 8,000-$ 8,999	318	77	24.2							241	75.8
$ 9,000-$ 9,999	11	5	45.5							6	54.5
$10,000-$11,999	61	8	13.1							53	86.9
$12,000-$13,999	21	1	4.8							20	95.2
$14,000-$15,999	26	1	3.8							25	96.2
$16,000-$17,999	31	2	6.5	1	3.2					28	90.3
$18,000-$19,999	20	1	5.0			1	5.0			18	90.0
$20,000-$21,999	20									20	100.0
$22,000-$23,999	17									17	100.0
$24,000-$25,999	3	1	33.3							2	66.7
$26,000-$27,999	4									4	100.0
$28,000-$29,999	6									6	100.0
$30,000 AND OVER	30	1	3.3			1	3.3			28	93.3

1970 MINORITY GROUP STUDY

TABLE 1-24

DEPARTMENT OF AGRICULTURE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	87,859	5,451	6.2	1,484	1.7	328	.4	442	.5	80,154	91.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	81,437	4,507	5.5	1,070	1.3	284	.3	429	.5	75,147	92.3
GS- 1	76	39	51.3	7	9.2	5	6.6	1	1.3	24	31.6
GS- 2	910	172	18.9	32	3.5	17	1.9	2	.2	687	75.5
GS- 3	3,766	567	15.1	116	3.1	42	1.1	11	.3	3,030	80.5
GS- 4	7,647	744	9.7	164	2.1	45	.6	22	.3	6,672	87.2
GS- 5	10,051	848	8.4	175	1.7	39	.4	28	.3	8,961	89.2
GS- 6	4,273	272	6.4	63	1.5	10	.2	17	.4	3,911	91.5
GS- 7	13,251	765	5.8	225	1.7	47	.4	55	.4	12,159	91.8
GS- 8	880	109	12.4	18	2.0	2	.2	2	.2	749	85.1
GS- 9	12,542	552	4.4	126	1.0	26	.2	57	.5	11,781	93.9
GS-10	167	1	.6	1	.6					165	98.8
GS-11	11,727	214	1.8	77	.7	31	.3	108	.9	11,297	96.3
GS-12	7,867	130	1.7	42	.5	14	.2	64	.8	7,617	96.8
GS-13	4,771	62	1.3	19	.4	6	.1	45	.9	4,639	97.2
GS-14	2,205	21	1.0	3	.1			11	.5	2,170	98.4
GS-15	1,072	7	.7	2	.2			6	.6	1,057	98.6
GS-16	160	3	1.9							157	98.1
GS-17	45	1	2.2							44	97.8
GS-18	27									27	100.0

1970 MINORITY GROUP STUDY

TABLE 1-24a

DEPARTMENT OF AGRICULTURE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	4,776	897	18.8	396	8.3	36	.8	9	.2	3,438	72.0
UP THRU $ 4,999	107	51	47.7	1	.9					55	51.4
$ 5,000-$ 5,499	257	68	26.5	44	17.1	1	.4			144	56.0
$ 5,500-$ 5,999	423	123	29.1	104	24.6	3	.7	1	.2	192	45.4
$ 6,000-$ 6,499	507	137	27.0	49	9.7	6	1.2			315	62.1
$ 6,500-$ 6,999	609	145	23.8	69	11.3	5	.8			390	64.0
$ 7,000-$ 7,999	953	219	23.0	67	7.0	5	.5	4	.4	658	69.0
$ 8,000-$ 8,999	783	87	11.1	42	5.4	8	1.0	3	.4	643	82.1
$ 9,000-$ 9,999	704	51	7.2	16	2.3	6	.9			631	89.6
$10,000-$11,999	334	16	4.8	4	1.2	1	.3	1	.3	312	93.4
$12,000-$13,999	88					1	1.1			87	98.9
$14,000-$15,999	11									11	100.0
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-24b

DEPARTMENT OF AGRICULTURE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	1,646	47	2.9	18	1.1	8	.5	4	.2	1,569	95.3
UP THRU $ 4,999	27	2	7.4	1	3.7					24	88.9
$ 5,000-$ 5,499	13	3	23.1							10	76.9
$ 5,500-$ 5,999	31	8	25.8	1	3.2					22	71.0
$ 6,000-$ 6,499	37	3	8.1	1	2.7			1	2.7	32	86.5
$ 6,500-$ 6,999	49	10	20.4	1	2.0					38	77.6
$ 7,000-$ 7,999	366	13	3.6	5	1.4	2	.5			346	94.5
$ 8,000-$ 8,999	268	5	1.9	3	1.1	3	1.1	2	.7	255	95.1
$ 9,000-$ 9,999	115	1	.9			2	1.7			112	97.4
$10,000-$11,999	197	1	.5	2	1.0			1	.5	193	98.0
$12,000-$13,999	168			1	.6	1	.6			166	98.8
$14,000-$15,999	91			1	1.1					90	98.9
$16,000-$17,999	76	1	1.3	1	1.3					74	97.4
$18,000-$19,999	50									50	100.0
$20,000-$21,999	53			1	1.9					52	98.1
$22,000-$23,999	23									23	100.0
$24,000-$25,999	20									20	100.0
$26,000-$27,999	12									12	100.0
$28,000-$29,999	15									15	100.0
$30,000 AND OVER	35									35	100.0

1970 MINORITY GROUP STUDY

TABLE 1-25

DEPARTMENT OF COMMERCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	32,766	5,258	16.0	220	.7	43	.1	306	.9	26,939	82.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	29,115	4,212	14.5	184	.6	28	.1	220	.8	24,471	84.0
GS- 1	146	75	51.4	2	1.4			1	.7	68	46.6
GS- 2	2,597	513	19.8	1						2,083	80.2
GS- 3	1,842	646	35.1	12	.7			5	.3	1,179	64.0
GS- 4	2,091	656	31.4	13	.6	5	.2	12	.6	1,405	67.2
GS- 5	2,592	677	26.1	21	.8	4	.2	17	.7	1,873	72.3
GS- 6	1,419	363	25.6	15	1.1	1	.1	7	.5	1,033	72.8
GS- 7	2,092	372	17.8	10	.5			10	.5	1,700	81.3
GS- 8	767	86	11.2	6	.8	1	.1	12	1.6	662	86.3
GS- 9	2,656	268	10.1	18	.7	7	.3	25	.9	2,338	88.0
GS-10	1,223	22	1.8	14	1.1	1	.1	12	1.0	1,174	96.0
GS-11	2,641	196	7.4	21	.8	3	.1	27	1.0	2,394	90.6
GS-12	2,870	146	5.1	24	.8	2	.1	30	1.0	2,668	93.0
GS-13	2,612	107	4.1	20	.8	4	.2	28	1.1	2,453	93.9
GS-14	1,860	52	2.8	6	.3			20	1.1	1,782	95.8
GS-15	1,340	31	2.3	1	.1			11	.8	1,297	96.8
GS-16	249	1	.4					3	1.2	245	98.4
GS-17	89									89	100.0
GS-18	29	1	3.4							28	96.6

1970 MINORITY GROUP STUDY

TABLE 1-25a

DEPARTMENT OF COMMERCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	2,859	932	32.6	33	1.2	13	.5	81	2.8	1,800	63.0
UP THRU $ 4,999	35	11	31.4	2	5.7	2	5.7	10	28.6	10	28.6
$ 5,000-$ 5,499	37	18	48.6							19	51.4
$ 5,500-$ 5,999	366	181	49.5			3	.8	9	2.5	173	47.3
$ 6,000-$ 6,499	290	125	43.1	4	1.4	1	.3	14	4.8	146	50.3
$ 6,500-$ 6,999	185	89	48.1	1	.5			3	1.6	92	49.7
$ 7,000-$ 7,999	510	227	44.5	11	2.2	2	.4	20	3.9	250	49.0
$ 8,000-$ 8,999	485	131	27.0	9	1.9	3	.6	14	2.9	328	67.6
$ 9,000-$ 9,999	365	76	20.8	2	.5			8	2.2	279	76.4
$10,000-$11,999	327	64	19.6	2	.6	2	.6	2	.6	257	78.6
$12,000-$13,999	168	9	5.4					1	.6	158	94.0
$14,000-$15,999	48									48	100.0
$16,000-$17,999	17			1	5.9					16	94.1
$18,000-$19,999	6									6	100.0
$20,000-$21,999	5									5	100.0
$22,000-$23,999	2									2	100.0
$24,000-$25,999	7	1	14.3							6	85.7
$26,000-$27,999	6			1	16.7					5	83.3
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-25b

DEPARTMENT OF COMMERCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	792	114	14.4	3	.4	2	.3	5	.6	668	84.3
UP THRU $ 4,999	87	55	63.2							32	36.8
$ 5,000-$ 5,499	159	36	22.6			1	.6	1	.6	121	76.1
$ 5,500-$ 5,999	30									30	100.0
$ 6,000-$ 6,499	1									1	100.0
$ 6,500-$ 6,999	77	5	6.5	1	1.3					71	92.2
$ 7,000-$ 7,999	4	2	50.0					1	25.0	1	25.0
$ 8,000-$ 8,999	42	1	2.4							41	97.6
$ 9,000-$ 9,999	25							2	8.0	23	92.0
$10,000-$11,999	79	8	10.1	2	2.5	1	1.3	1	1.3	67	84.8
$12,000-$13,999	48									48	100.0
$14,000-$15,999	24	1	4.2							23	95.8
$16,000-$17,999	28	1	3.6							27	96.4
$18,000-$19,999	34	1	2.9							33	97.1
$20,000-$21,999	33	1	3.0							32	97.0
$22,000-$23,999	15	1	6.7							14	93.3
$24,000-$25,999	19									19	100.0
$26,000-$27,999	16	1	6.3							15	93.8
$28,000-$29,999	15									15	100.0
$30,000 AND OVER	56	1	1.8							55	98.2

1970 MINORITY GROUP STUDY

TABLE 1-26

DEPARTMENT OF LABOR

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	10,655	2,798	26.3	178	1.7	40	.4	49	.5	7,590	71.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	10,535	2,712	25.7	178	1.7	40	.4	49	.5	7,556	71.7
GS- 1	31	24	77.4							7	22.6
GS- 2	139	106	76.3	5	3.6					28	20.1
GS- 3	430	264	61.4	13	3.0	4	.9	1	.2	148	34.4
GS- 4	746	382	51.2	14	1.9	9	1.2	3	.4	338	45.3
GS- 5	1,299	563	43.3	12	.9	4	.3	7	.5	713	54.9
GS- 6	782	326	41.7	11	1.4	4	.5	7	.9	434	55.5
GS- 7	835	260	31.1	6	.7	2	.2	6	.7	561	67.2
GS- 8	81	33	40.7							48	59.3
GS- 9	585	158	27.0	9	1.5			5	.9	413	70.6
GS-10	21	5	23.8	1	4.8					15	71.4
GS-11	858	142	16.6	28	3.3	1	.1	7	.8	680	79.3
GS-12	1,831	191	10.4	31	1.7	7	.4	7	.4	1,595	87.1
GS-13	1,267	125	9.9	23	1.8	4	.3	3	.2	1,112	87.8
GS-14	938	79	8.4	17	1.8	2	.2	3	.3	837	89.2
GS-15	590	47	8.0	6	1.0	3	.5			534	90.5
GS-16	60	3	5.0	1	1.7					56	93.3
GS-17	35	2	5.7	1	2.9					32	91.4
GS-18	7	2	28.6							5	71.4

1970 MINORITY GROUP STUDY

TABLE 1-26a

DEPARTMENT OF LABOR

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	97	86	88.7							11	11.3
UP THRU $ 4,999	2	2	100.0								
$ 5,000-$ 5,499	2	2	100.0								
$ 5,500-$ 5,999	2	2	100.0								
$ 6,000-$ 6,499	10	7	70.0							3	30.0
$ 6,500-$ 6,999	10	9	90.0							1	10.0
$ 7,000-$ 7,999	42	38	90.5							4	9.5
$ 8,000-$ 8,999	13	13	100.0								
$ 9,000-$ 9,999	8	7	87.5							1	12.5
$10,000-$11,999	8	6	75.0							2	25.0
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-26b

DEPARTMENT OF LABOR

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	23									23	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999	2									2	100.0
$20,000-$21,999	2									2	100.0
$22,000-$23,999	3									3	100.0
$24,000-$25,999	2									2	100.0
$26,000-$27,999	2									2	100.0
$28,000-$29,999											
$30,000 AND OVER	12									12	100.0

1970 MINORITY GROUP STUDY

TABLE 1-27

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	107,221	23,283	21.7	1,516	1.4	3,192	3.0	792	.7	78,438	73.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	94,502	20,086	21.3	1,408	1.5	2,301	2.4	668	.7	70,039	74.1
GS- 1	187	86	46.0	9	4.8	2	1.1			90	48.1
GS- 2	2,532	945	37.3	77	3.0	254	10.0	8	.3	1,248	49.3
GS- 3	9,528	4,072	42.7	158	1.7	602	6.3	37	.4	4,659	48.9
GS- 4	12,646	4,085	32.3	281	2.2	617	4.9	62	.5	7,601	60.1
GS- 5	12,169	3,553	29.2	185	1.5	263	2.2	74	.6	8,094	66.5
GS- 6	10,034	2,170	21.6	131	1.3	118	1.2	58	.6	7,557	75.3
GS- 7	7,837	1,594	20.3	157	2.0	210	2.7	78	1.0	5,798	74.0
GS- 8	2,920	744	25.5	22	.8	18	.6	31	1.1	2,105	72.1
GS- 9	9,718	1,086	11.2	130	1.3	99	1.0	86	.9	8,317	85.6
GS-10	3,474	232	6.7	28	.8	6	.2	22	.6	3,186	91.7
GS-11	6,613	603	9.1	63	1.0	56	.8	69	1.0	5,822	88.0
GS-12	5,572	356	6.4	47	.8	21	.4	45	.8	5,103	91.6
GS-13	5,153	313	6.1	65	1.3	15	.3	40	.8	4,720	91.6
GS-14	3,482	158	4.5	35	1.0	15	.4	41	1.2	3,233	92.8
GS-15	2,314	78	3.4	17	.7	5	.2	15	.6	2,199	95.0
GS-16	238	8	3.4	3	1.3			2	.8	225	94.5
GS-17	70	2	2.9							68	97.1
GS-18	15	1	6.7							14	93.3

1970 MINORITY GROUP STUDY

TABLE 1-27a

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	6,405	2,988	46.7	50	.8	825	12.9	30	.5	2,512	39.2
UP THRU $ 4,999	33	16	48.5			9	27.3			8	24.2
$ 5,000-$ 5,499	264	129	48.9	7	2.7	79	29.9			49	18.6
$ 5,500-$ 5,999	368	235	63.9	3	.8	68	18.5			62	16.8
$ 6,000-$ 6,499	845	531	62.8	6	.7	141	16.7	3	.4	164	19.4
$ 6,500-$ 6,999	1,335	861	64.5	5	.4	130	9.7	11	.8	328	24.6
$ 7,000-$ 7,999	1,294	681	52.6	10	.8	183	14.1	9	.7	411	31.8
$ 8,000-$ 8,999	830	312	37.6	9	1.1	90	10.8	1	.1	418	50.4
$ 9,000-$ 9,999	824	151	18.3	7	.8	65	7.9	2	.2	599	72.7
$10,000-$11,999	398	62	15.6	3	.8	37	9.3	3	.8	293	73.6
$12,000-$13,999	157	9	5.7			10	6.4	1	.6	137	87.3
$14,000-$15,999	39	1	2.6			7	17.9			31	79.5
$16,000-$17,999	10					4	40.0			6	60.0
$18,000-$19,999	8					2	25.0			6	75.0
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-27b

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	6,314	209	3.3	58	.9	66	1.0	94	1.5	5,887	93.2
UP THRU $ 4,999	375	113	30.1	12	3.2	50	13.3	12	3.2	188	50.1
$ 5,000-$ 5,499	7	4	57.1	2	28.6					1	14.3
$ 5,500-$ 5,999	8	1	12.5			1	12.5			6	75.0
$ 6,000-$ 6,499	12									12	100.0
$ 6,500-$ 6,999	15									15	100.0
$ 7,000-$ 7,999	27	4	14.8	1	3.7					22	81.5
$ 8,000-$ 8,999	1,561	23	1.5	6	.4	2	.1	15	1.0	1,515	97.1
$ 9,000-$ 9,999	8							1	12.5	7	87.5
$10,000-$11,999	2,696	42	1.6	23	.9	10	.4	24	.9	2,597	96.3
$12,000-$13,999	1,183	11	.9	9	.8	3	.3	25	2.1	1,135	95.9
$14,000-$15,999	85	4	4.7	1	1.2			6	7.1	74	87.1
$16,000-$17,999	76	1	1.3	1	1.3			4	5.3	70	92.1
$18,000-$19,999	66	2	3.0					2	3.0	62	93.9
$20,000-$21,999	25	1	4.0	1	4.0			2	8.0	21	84.0
$22,000-$23,999	14			1	7.1					13	92.9
$24,000-$25,999	8									8	100.0
$26,000-$27,999	5	1	20.0							4	80.0
$28,000-$29,999	22									22	100.0
$30,000 AND OVER	121	2	1.7	1	.8			3	2.5	115	95.0

1970 MINORITY GROUP STUDY TABLE 1-28

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	14,830	2,805	18.9	225	1.5	41	.3	105	.7	11,654	78.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	14,721	2,732	18.6	223	1.5	40	.3	105	.7	11,621	78.9
GS- 1	18	10	55.6	3	16.7					5	27.8
GS- 2	119	78	65.5					1	.8	40	33.6
GS- 3	696	320	46.0	19	2.7	2	.3	3	.4	352	50.6
GS- 4	1,459	491	33.7	44	3.0	15	1.0	15	1.0	894	61.3
GS- 5	1,463	453	31.0	39	2.7	8	.5	15	1.0	948	64.8
GS- 6	957	369	38.6	8	.8	3	.3	4	.4	573	59.9
GS- 7	974	284	29.2	20	2.1	1	.1	9	.9	660	67.8
GS- 8	173	55	31.8	3	1.7			3	1.7	112	64.7
GS- 9	1,134	141	12.4	13	1.1			13	1.1	967	85.3
GS-10	46	12	26.1	1	2.2					33	71.7
GS-11	2,657	177	6.7	23	.9	4	.2	15	.6	2,438	91.8
GS-12	2,008	127	6.3	20	1.0	3	.1	11	.5	1,847	92.0
GS-13	1,498	95	6.3	16	1.1	3	.2	12	.8	1,372	91.6
GS-14	873	72	8.2	6	.7	1	.1	4	.5	790	90.5
GS-15	543	40	7.4	8	1.5					495	91.2
GS-16	72	6	8.3							66	91.7
GS-17	27	2	7.4							25	92.6
GS-18	4									4	100.0

1970 MINORITY GROUP STUDY

TABLE 1-28a

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	92	71	77.2	2	2.2	1	1.1			18	19.6
UP THRU $ 4,999	1	1	100.0								
$ 5,000-$ 5,499	8	6	75.0							2	25.0
$ 5,500-$ 5,999	7	7	100.0								
$ 6,000-$ 6,499	4	3	75.0							1	25.0
$ 6,500-$ 6,999	6	5	83.3			1	16.7				
$ 7,000-$ 7,999	35	32	91.4	1	2.9					2	5.7
$ 8,000-$ 8,999	11	9	81.8							2	18.2
$ 9,000-$ 9,999	8	5	62.5	1	12.5					2	25.0
$10,000-$11,999	12	3	25.0							9	75.0
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-28b

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	17	2	11.8							15	88.2
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	17	2	11.8							15	88.2

1970 MINORITY GROUP STUDY

TABLE 1-29

DEPARTMENT OF TRANSPORTATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	65,128	4,011	6.2	696	1.1	241	.4	405	.6	59,775	91.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	58,690	3,185	5.4	620	1.1	162	.3	284	.5	54,439	92.8
GS- 1	26	9	34.6	2	7.7			1	3.8	14	53.8
GS- 2	227	72	31.7	10	4.4	1	.4			144	63.4
GS- 3	1,021	259	25.4	10	1.0	9	.9	10	1.0	733	71.8
GS- 4	2,760	516	18.7	45	1.6	13	.5	33	1.2	2,153	78.0
GS- 5	3,782	601	15.9	73	1.9	20	.5	28	.7	3,060	80.9
GS- 6	1,749	287	16.4	30	1.7	7	.4	19	1.1	1,406	80.4
GS- 7	4,411	368	8.3	53	1.2	12	.3	21	.5	3,957	89.7
GS- 8	274	26	9.5	2	.7			1	.4	245	89.4
GS- 9	6,579	292	4.4	80	1.2	14	.2	30	.5	6,163	93.7
GS-10	2,287	22	1.0	18	.8	7	.3	6	.3	2,234	97.7
GS-11	9,379	234	2.5	93	1.0	24	.3	35	.4	8,993	95.9
GS-12	10,234	237	2.3	122	1.2	28	.3	61	.6	9,786	95.6
GS-13	9,542	163	1.7	60	.6	19	.2	20	.2	9,280	97.3
GS-14	4,431	60	1.4	16	.4	2		10	.2	4,343	98.0
GS-15	1,683	24	1.4	5	.3	5	.3	8	.5	1,641	97.5
GS-16	177	11	6.2					1	.6	165	93.2
GS-17	98	4	4.1	1	1.0	1	1.0			92	93.9
GS-18	30									30	100.0

1970 MINORITY GROUP STUDY

TABLE 1-29a

DEPARTMENT OF TRANSPORTATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	5,913	813	13.7	73	1.2	79	1.3	120	2.0	4,828	81.7
UP THRU $ 4,999	23	10	43.5			1	4.3			12	52.2
$ 5,000-$ 5,499	108	61	56.5	2	1.9	2	1.9			43	39.8
$ 5,500-$ 5,999	61	25	41.0	1	1.6			1	1.6	34	55.7
$ 6,000-$ 6,499	229	86	37.6	3	1.3	1	.4	2	.9	137	59.8
$ 6,500-$ 6,999	302	139	46.0	1	.3	1	.3			161	53.3
$ 7,000-$ 7,999	1,008	213	21.1	20	2.0	9	.9	2	.2	764	75.8
$ 8,000-$ 8,999	1,687	194	11.5	23	1.4	3	.2	16	.9	1,451	86.0
$ 9,000-$ 9,999	986	45	4.6	13	1.3	7	.7	14	1.4	907	92.0
$10,000-$11,999	665	32	4.8	6	.9	21	3.2	27	4.1	579	87.1
$12,000-$13,999	565	7	1.2	3	.5	28	5.0	50	8.8	477	84.4
$14,000-$15,999	174	1	.6	1	.6	4	2.3	2	1.1	166	95.4
$16,000-$17,999	49					1	2.0	5	10.2	43	87.8
$18,000-$19,999	54					1	1.9			53	98.1
$20,000-$21,999	2							1	50.0	1	50.0
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-29b

DEPARTMENT OF TRANSPORTATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	525	13	2.5	3	.6			1	.2	508	96.8
UP THRU $ 4,999	17	8	47.1							9	52.9
$ 5,000-$ 5,499	2									2	100.0
$ 5,500-$ 5,999	2									2	100.0
$ 6,000-$ 6,499											
$ 6,500-$ 6,999	2									2	100.0
$ 7,000-$ 7,999	3									3	100.0
$ 8,000-$ 8,999	8									8	100.0
$ 9,000-$ 9,999	68									68	100.0
$10,000-$11,999	38									38	100.0
$12,000-$13,999	36							1	2.8	35	97.2
$14,000-$15,999	83	1	1.2	1	1.2					81	97.6
$16,000-$17,999	96			1	1.0					95	99.0
$18,000-$19,999	49	1	2.0							48	98.0
$20,000-$21,999	25	1	4.0							24	96.0
$22,000-$23,999	8									8	100.0
$24,000-$25,999	11									11	100.0
$26,000-$27,999	9									9	100.0
$28,000-$29,999	4									4	100.0
$30,000 AND OVER	64	2	3.1	1	1.6					61	95.3

1970 MINORITY GROUP STUDY

ATOMIC ENERGY COMMISSION

TABLE 1-30

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,047	379	5.4	286	4.1	15	.2	30	.4	6,337	89.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,851	357	5.2	266	3.9	15	.2	30	.4	6,183	90.2
GS- 1	2					2	100.0				
GS- 2	36	15	41.7	3	8.3					18	50.0
GS- 3	119	31	26.1	4	3.4	1	.8			83	69.7
GS- 4	334	36	10.8	47	14.1	4	1.2	2	.6	245	73.4
GS- 5	901	71	7.9	118	13.1	2	.2	6	.7	704	78.1
GS- 6	630	53	8.4	21	3.3	1	.2	7	1.1	548	87.0
GS- 7	496	46	9.3	22	4.4	1	.2			427	86.1
GS- 8	169	11	6.5	3	1.8					155	91.7
GS- 9	375	21	5.6	6	1.6			1	.3	347	92.5
GS-10	36	2	5.6	1	2.8					33	91.7
GS-11	359	18	5.0	10	2.8	1	.3	3	.8	327	91.1
GS-12	594	22	3.7	15	2.5	1	.2	4	.7	552	92.9
GS-13	846	16	1.9	10	1.2			1	.1	819	96.8
GS-14	926	8	.9	4	.4	1	.1	3	.3	910	98.3
GS-15	682	7	1.0	2	.3	1	.1	3	.4	669	98.1
GS-16	203									203	100.0
GS-17	95									95	100.0
GS-18	48									48	100.0

1970 MINORITY GROUP STUDY

TABLE 1-30a

ATOMIC ENERGY COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	91	21	23.1	20	22.0					50	54.9
UP THRU $ 4,999	15	1	6.7	13	86.7					1	6.7
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499	42	12	28.6	4	9.5					26	61.9
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999	24	6	25.0	3	12.5					15	62.5
$ 9,000-$ 9,999											
$10,000-$11,999	10	2	20.0							8	80.0
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-30b

ATOMIC ENERGY COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	105	1	1.0							104	99.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999	2	1	50.0							1	50.0
$ 6,000-$ 6,499	5									5	100.0
$ 6,500-$ 6,999	4									4	100.0
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999	1									1	100.0
$26,000-$27,999	12									12	100.0
$28,000-$29,999	15									15	100.0
$30,000 AND OVER	66									66	100.0

1970 MINORITY GROUP STUDY

TABLE 1-31

BOARD OF GOVERNORS - FEDERAL RESERVE SYSTEM

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	945	225	23.8	3	.3	1	.1	4	.4	712	75.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	850	167	19.6	2	.2	1	.1	3	.4	677	79.6
GS- 1	8	8	100.0								
GS- 2	23	21	91.3							2	8.7
GS- 3	32	22	68.8							10	31.3
GS- 4	80	38	47.5							42	52.5
GS- 5	75	31	41.3					1	1.3	43	57.3
GS- 6	78	20	25.6							58	74.4
GS- 7	79	9	11.4	1	1.3					69	87.3
GS- 8	41	1	2.4							40	97.6
GS- 9	81	2	2.5							79	97.5
GS-10	4									4	100.0
GS-11	76	3	3.9							73	96.1
GS-12	104	3	2.9	1	1.0					100	96.2
GS-13	74	6	8.1					1	1.4	67	90.5
GS-14	60	3	5.0					1	1.7	56	93.3
GS-15	35					1	2.9			34	97.1
GS-16											
GS-17											
GS-18											

1970 MINORITY GROUP STUDY TABLE 1-31a

BOARD OF GOVERNORS - FEDERAL RESERVE SYSTEM

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	95	58	61.1	1	1.1			1	1.1	35	36.8
UP THRU $ 4,999											
$ 5,000-$ 5,499	9	8	88.9					1	11.1		
$ 5,500-$ 5,999	32	22	68.8							10	31.3
$ 6,000-$ 6,499	7	5	71.4							2	28.6
$ 6,500-$ 6,999	5	2	40.0							3	60.0
$ 7,000-$ 7,999	14	9	64.3	1	7.1					4	28.6
$ 8,000-$ 8,999	10	6	60.0							4	40.0
$ 9,000-$ 9,999	11	5	45.5							6	54.5
$10,000-$11,999	6	1	16.7							5	83.3
$12,000-$13,999	1									1	100.0
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-32

OFFICE OF MANAGEMENT AND BUDGET

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	592	86	14.5	1	.2	1	.2	2	.3	502	84.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	561	71	12.7	1	.2	1	.2	2	.4	486	86.6
GS- 1											
GS- 2	1	1	100.0								
GS- 3	6	3	50.0							3	50.0
GS- 4	7	4	57.1							3	42.9
GS- 5	15	7	46.7							8	53.3
GS- 6	30	14	46.7							16	53.3
GS- 7	57	22	38.6	1	1.8					34	59.6
GS- 8	46	8	17.4							38	82.6
GS- 9	41					1	2.4			40	97.6
GS-10	4									4	100.0
GS-11	33	3	9.1							30	90.9
GS-12	31	2	6.5							29	93.5
GS-13	53	2	3.8							51	96.2
GS-14	72	1	1.4							71	98.6
GS-15	97	4	4.1					1	1.0	92	94.8
GS-16	37							1	2.7	36	97.3
GS-17	17									17	100.0
GS-18	14									14	100.0

1970 MINORITY GROUP STUDY

TABLE 1-32a

OFFICE OF MANAGEMENT AND BUDGET

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	18	15	83.3							3	16.7
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499	4	4	100.0								
$ 6,500-$ 6,999	6	4	66.7							2	33.3
$ 7,000-$ 7,999	3	3	100.0								
$ 8,000-$ 8,999	2	2	100.0								
$ 9,000-$ 9,999	1	1	100.0								
$10,000-$11,999	2	1	50.0							1	50.0
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY TABLE 1-32b

OFFICE OF MANAGEMENT AND BUDGET

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	13									13	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999	1									1	100.0
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	12									12	100.0

1970 MINORITY GROUP STUDY

TABLE 1-33

CANAL ZONE GOVERNMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,535	44	2.9	85	5.5	3	.2	6	.4	1,397	91.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	564	19	3.4	63	11.2			6	1.1	476	84.4
GS- 1											
GS- 2											
GS- 3	11	2	18.2							9	81.8
GS- 4	51	5	9.8	8	15.7			1	2.0	37	72.5
GS- 5	79	1	1.3	9	11.4					69	87.3
GS- 6	47			2	4.3			1	2.1	44	93.6
GS- 7	116	5	4.3	9	7.8					102	87.9
GS- 8	17			4	23.5					13	76.5
GS- 9	120	2	1.7	18	15.0			3	2.5	97	80.8
GS-10	15									15	100.0
GS-11	42	3	7.1	5	11.9			1	2.4	33	78.6
GS-12	21									21	100.0
GS-13	31	1	3.2	7	22.6					23	74.2
GS-14	13			1	7.7					12	92.3
GS-15	1									1	100.0
GS-16											
GS-17											
GS-18											

1970 MINORITY GROUP STUDY

TABLE 1-33a

CANAL ZONE GOVERNMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	2	1	50.0							1	50.0
UP THRU $ 4,999	2	1	50.0							1	50.0
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-33b

CANAL ZONE GOVERNMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	969	24	2.5	22	2.3	3	.3			920	94.9
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999	3	3	100.0								
$ 7,000-$ 7,999	27	7	25.9	4	14.8					16	59.3
$ 8,000-$ 8,999	139	5	3.6	1	.7					133	95.7
$ 9,000-$ 9,999	140	5	3.6	4	2.9	1	.7			130	92.9
$10,000-$11,999	250	4	1.6	5	2.0	1	.4			240	96.0
$12,000-$13,999	211			4	1.9	1	.5			206	97.6
$14,000-$15,999	129			1	.8					128	99.2
$16,000-$17,999	26									26	100.0
$18,000-$19,999	13									13	100.0
$20,000-$21,999	10			1	10.0					9	90.0
$22,000-$23,999	6									6	100.0
$24,000-$25,999	3			2	66.7					1	33.3
$26,000-$27,999	4									4	100.0
$28,000-$29,999	4									4	100.0
$30,000 AND OVER	4									4	100.0

1970 MINORITY GROUP STUDY

TABLE 1-34

CIVIL AERONAUTICS BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	672	109	16.2	1	.1			2	.3	560	83.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	642	96	15.0	1	.2			2	.3	543	84.6
GS- 1	2	2	100.0								
GS- 2	5	1	20.0							4	80.0
GS- 3	7	4	57.1							3	42.9
GS- 4	24	12	50.0							12	50.0
GS- 5	43	18	41.9							24	55.8
GS- 6	64	23	35.9					1	2.3	41	64.1
GS- 7	71	21	29.6							50	70.4
GS- 8	20	3	15.0							16	80.0
GS- 9	47	3	6.4					1	5.0	44	93.6
GS-10	3									3	100.0
GS-11	67	4	6.0	1	1.5					62	92.5
GS-12	67	2	3.0							65	97.0
GS-13	68	2	2.9							66	97.1
GS-14	66	1	1.5							65	98.5
GS-15	43									43	100.0
GS-16	32									32	100.0
GS-17	10									10	100.0
GS-18	3									3	100.0

1970 MINORITY GROUP STUDY

TABLE 1-34a

CIVIL AERONAUTICS BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	14	13	92.9							1	7.1
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999	8	8	100.0								
$ 8,000-$ 8,999	3	2	66.7							1	33.3
$ 9,000-$ 9,999	2	2	100.0								
$10,000-$11,999	1	1	100.0								
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

CIVIL AERONAUTICS BOARD

TABLE 1-34b

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	16									16	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999	5									5	100.0
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	11									11	100.0

1970 MINORITY GROUP STUDY

TABLE 1-35

CIVIL SERVICE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,268	1,236	23.5	119	2.3	8	.2	38	.7	3,867	73.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,216	1,200	23.0	118	2.3	8	.2	38	.7	3,852	73.8
GS- 1	38	15	39.5	3	7.9					20	52.6
GS- 2	328	112	34.1	8	2.4			4	1.2	204	62.2
GS- 3	755	303	40.1	25	3.3	2	.3	5	.7	420	55.6
GS- 4	739	292	39.5	22	3.0	3	.4	7	.9	415	56.2
GS- 5	586	199	34.0	19	3.2			7	1.2	361	61.6
GS- 6	169	63	37.3	2	1.2					104	61.5
GS- 7	302	55	18.2	4	1.3			2	.7	241	79.8
GS- 8	24	8	33.3	1	4.2					15	62.5
GS- 9	330	59	17.9	5	1.5	1	.3	3	.9	262	79.4
GS-10	30	8	26.7					1	3.3	21	70.0
GS-11	764	37	4.8	10	1.3			7	.9	710	92.9
GS-12	382	11	2.9	7	1.8					364	95.3
GS-13	378	25	6.6	7	1.9	2	.5	1	.3	343	90.7
GS-14	193	5	2.6	4	2.1			1	.5	183	94.8
GS-15	145	7	4.8	1	.7					137	94.5
GS-16	30	1	3.3							29	96.7
GS-17	14									14	100.0
GS-18	9									9	100.0

1970 MINORITY GROUP STUDY

TABLE 1-35a

CIVIL SERVICE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	48	35	72.9	1	2.1					12	25.0
UP THRU $ 4,999											
$ 5,000-$ 5,499	4	4	100.0								
$ 5,500-$ 5,999	6	5	83.3							1	16.7
$ 6,000-$ 6,499	3	1	33.3							2	66.7
$ 6,500-$ 6,999	4	3	75.0	1	25.0						
$ 7,000-$ 7,999	13	8	61.5							5	38.5
$ 8,000-$ 8,999	9	8	88.9							1	11.1
$ 9,000-$ 9,999	5	3	60.0							2	40.0
$10,000-$11,999	3	3	100.0								
$12,000-$13,999	1									1	100.0
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

CIVIL SERVICE COMMISSION

TABLE 1-35b

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	4	1	25.0							3	75.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	4	1	25.0							3	75.0

1970 MINORITY GROUP STUDY

TABLE 1-36

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	762	384	50.4	73	9.6	6	.8	7	.9	292	38.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	748	373	49.9	71	9.5	6	.8	7	.9	291	38.9
GS- 1											
GS- 2	2	2	100.0								
GS- 3	38	23	60.5	7	18.4					8	21.1
GS- 4	82	58	70.7	8	9.8	1	1.2			15	18.3
GS- 5	66	42	63.6	5	7.6	1	1.5	1	1.5	17	25.8
GS- 6	31	21	67.7	2	6.5			1	3.2	7	22.6
GS- 7	67	34	50.7	8	11.9					25	37.3
GS- 8	5	3	60.0	1	20.0					1	20.0
GS- 9	93	46	49.5	10	10.8			3	3.2	34	36.6
GS-10											
GS-11	150	58	38.7	9	6.0	2	1.3	1	.7	80	53.3
GS-12	64	28	43.8	8	12.5					28	43.8
GS-13	73	26	35.6	8	11.0	1	1.4			38	52.1
GS-14	38	11	28.9	4	10.5	1	2.6	1	2.6	21	55.3
GS-15	25	11	44.0	1	4.0					13	52.0
GS-16	8	5	62.5							3	37.5
GS-17	5	5	100.0								
GS-18	1									1	100.0

1970 MINORITY GROUP STUDY TABLE 1-36a

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	9	9	100.0								
UP THRU $ 4,999	1	1	100.0								
$ 5,000-$ 5,499	1	1	100.0								
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999	1	1	100.0								
$ 7,000-$ 7,999	6	6	100.0								
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-36b

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	5	2	40.0	2	40.0					1	20.0
UP THRU $ 4,999	1			1	100.0						
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	4	2	50.0	1	25.0					1	25.0

1970 MINORITY GROUP STUDY

TABLE 1-37

FEDERAL COMMUNICATIONS COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,513	283	18.7	12	.8	2	.1	5	.3	1,211	80.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,470	258	17.6	10	.7	2	.1	5	.3	1,195	81.3
GS- 1	3	3	100.0								
GS- 2	25	21	84.0							4	16.0
GS- 3	66	39	59.1							27	40.9
GS- 4	97	40	41.2	2	2.1					55	56.7
GS- 5	170	61	35.9	2	1.2					107	62.9
GS- 6	98	31	31.6					1	1.0	66	67.3
GS- 7	141	15	10.6	3	2.1					123	87.2
GS- 8	38	7	18.4			1	2.6			30	78.9
GS- 9	111	8	7.2	1	.9					102	91.9
GS-10	5	1	20.0							4	80.0
GS-11	145	11	7.6	1	.7			2	1.4	131	90.3
GS-12	139	8	5.8					1	.7	130	93.5
GS-13	158	9	5.7	1	.6	1	.6			147	93.0
GS-14	113	3	2.7							110	97.3
GS-15	112	1	.9					1	.9	110	98.2
GS-16	32									32	100.0
GS-17	13									13	100.0
GS-18	4									4	100.0

1970 MINORITY GROUP STUDY

TABLE 1-37a

FEDERAL COMMUNICATIONS COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	37	25	67.6	2	5.4					10	27.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499	3	1	33.3							2	66.7
$ 6,500-$ 6,999	5	5	100.0								
$ 7,000-$ 7,999	12	8	66.7	1	8.3					3	25.0
$ 8,000-$ 8,999	5	3	60.0							2	40.0
$ 9,000-$ 9,999	4	3	75.0	1	25.0					2	33.3
$10,000-$11,999	6	4	66.7								
$12,000-$13,999	1	1	100.0								
$14,000-$15,999	1									1	100.0
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY TABLE 1-37b

FEDERAL COMMUNICATIONS COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	6									6	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	6									6	100.0

1970 MINORITY GROUP STUDY

TABLE 1-38

FEDERAL DEPOSIT INSURANCE CORPORATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,400	138	5.8	14	.6	1		14	.6	2,233	93.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,332	115	4.9	14	.6	1		12	.5	2,190	93.9
GS- 1	1	1	100.0								
GS- 2	27	15	55.6							12	44.4
GS- 3	84	23	27.4					1	1.2	60	71.4
GS- 4	135	23	17.0			1	.7	4	3.0	107	79.3
GS- 5	96	13	13.5							83	86.5
GS- 6	234	10	4.3	1	.4			2	.9	221	94.4
GS- 7	435	13	3.0	5	1.1			1	.2	416	95.6
GS- 8	25	1	4.0							24	96.0
GS- 9	434	8	1.8	5	1.2			4	.9	417	96.1
GS-10	4									4	100.0
GS-11	196	3	1.5							193	98.5
GS-12	266	2	.8	1	.4					263	98.9
GS-13	175	1	.6	2	1.1					172	98.3
GS-14	122	1	.8							121	99.2
GS-15	57	1	1.8							56	98.2
GS-16	18									18	100.0
GS-17	13									13	100.0
GS-18	10									10	100.0

1970 MINORITY GROUP STUDY TABLE 1-38a

FEDERAL DEPOSIT INSURANCE CORPORATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	17	16	94.1							1	5.9
UP THRU $ 4,999	2	2	100.0								
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499	2	2	100.0								
$ 6,500-$ 6,999	1	1	100.0								
$ 7,000-$ 7,999	7	6	85.7							1	14.3
$ 8,000-$ 8,999	3	3	100.0								
$ 9,000-$ 9,999	1	1	100.0								
$10,000-$11,999	1	1	100.0								
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

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1970 MINORITY GROUP STUDY

TABLE 1-38b

FEDERAL DEPOSIT INSURANCE CORPORATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	51	7	13.7					2	3.9	42	82.4
UP THRU $ 4,999	11	1	9.1							10	90.9
$ 5,000-$ 5,499	9	2	22.2					1	11.1	6	66.7
$ 5,500-$ 5,999	8							1	12.5	7	87.5
$ 6,000-$ 6,499	5	2	40.0							3	60.0
$ 6,500-$ 6,999	6	1	16.7							5	83.3
$ 7,000-$ 7,999	3	1	33.3							2	66.7
$ 8,000-$ 8,999	2									2	100.0
$ 9,000-$ 9,999											
$10,000-$11,999	1									1	100.0
$12,000-$13,999											
$14,000-$15,999	2									2	100.0
$16,000-$17,999	1									1	100.0
$18,000-$19,999											
$20,000-$21,999	1									1	100.0
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	2									2	100.0

1970 MINORITY GROUP STUDY

TABLE 1-39

FEDERAL HOME LOAN BANK BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,231	82	6.7	10	.8	2	.2	7	.6	1,130	91.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,209	74	6.1	10	.8	2	.2	7	.6	1,116	92.3
GS- 1											
GS- 2	12	6	50.0							6	50.0
GS- 3	44	10	22.7							34	77.3
GS- 4	85	21	24.7			1	1.2	1	1.2	62	72.9
GS- 5	98	17	17.3	1	1.0	1	1.0	1	1.0	78	79.6
GS- 6	54	5	9.3	1	1.9					48	88.9
GS- 7	56	3	5.4					1	1.8	52	92.9
GS- 8	15	1	6.7							14	93.3
GS- 9	89	2	2.2	2	2.2			2	2.2	83	93.3
GS-10	4									4	100.0
GS-11	199	5	2.5							194	97.5
GS-12	236	1	.4	4	1.7			2	.8	229	97.0
GS-13	171	1	.6	2	1.2					168	98.2
GS-14	79	2	2.5							77	97.5
GS-15	58									58	100.0
GS-16	5									5	100.0
GS-17	2									2	100.0
GS-18	2									2	100.0

1970 MINORITY GROUP STUDY

TABLE 1-39a

FEDERAL HOME LOAN BANK BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	19	8	42.1							11	57.9
UP THRU $ 4,999											
$ 5,000-$ 5,499	1	1	100.0								
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999	4	4	100.0								
$ 7,000-$ 7,999	7	2	28.6							5	71.4
$ 8,000-$ 8,999	1										
$ 9,000-$ 9,999	2	1	50.0							1	100.0
$10,000-$11,999	4									1	50.0
										4	100.0
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-39b

FEDERAL HOME LOAN BANK BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	3									3	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$20,000 AND OVER	3									3	100.0

1970 MINORITY GROUP STUDY

TABLE 1-40

FEDERAL POWER COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,081	232	21.5	6	.6	2	.2	13	1.2	828	76.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,052	212	20.2	6	.6	2	.2	13	1.2	819	77.9
GS- 1	2	1	50.0							1	50.0
GS- 2	10	7	70.0							3	30.0
GS- 3	18	13	72.2							5	27.8
GS- 4	58	40	69.0							18	31.0
GS- 5	80	41	51.3					2	2.5	37	46.3
GS- 6	86	43	50.0							43	50.0
GS- 7	102	29	28.4	1	1.0					72	70.6
GS- 8	16	1	6.3					1	6.3	14	87.5
GS- 9	68	6	8.8	1	1.5					61	89.7
GS-10	5	1	20.0					1	20.0	3	60.0
GS-11	89	8	9.0					3	3.4	78	87.6
GS-12	138	11	8.0	1	.7	1	.7	2	1.4	123	89.1
GS-13	132	4	3.0	3	2.3					125	94.7
GS-14	117	4	3.4			1	.9	1	.9	111	94.9
GS-15	83	3	3.6					2	2.4	78	94.0
GS-16	36										
GS-17	6							1	2.8	35	97.2
GS-18	6									6	100.0
										6	100.0

1970 MINORITY GROUP STUDY

TABLE 1-40a

FEDERAL POWER COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	24	20	83.3							4	16.7
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999	1	1	100.0								
$ 6,000-$ 6,499	2	2	100.0								
$ 6,500-$ 6,999	1	1	100.0								
$ 7,000-$ 7,999	5	5	100.0								
$ 8,000-$ 8,999	8	8	100.0								
$ 9,000-$ 9,999	2	1	50.0							1	50.0
$10,000-$11,999	5	2	40.0							3	60.0
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-40b

FEDERAL POWER COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	5									5	100.0

1970 MINORITY GROUP STUDY

TABLE 1-41

FEDERAL TRADE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,326	247	18.6	7	.5			7	.5	1,065	80.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,300	237	18.2	7	.5			7	.5	1,049	80.7
GS- 1	3	3	100.0								
GS- 2	20	15	75.0	1	5.0			1	5.0	3	15.0
GS- 3	100	67	67.0	1	1.0			1	1.0	31	31.0
GS- 4	104	49	47.1	2	1.9					53	51.0
GS- 5	160	43	26.9	1	.6			1	.6	115	71.9
GS- 6	71	21	29.6							50	70.4
GS- 7	106	12	11.3							94	88.7
GS- 8	21									21	100.0
GS- 9	56	6	10.7	1	1.8					49	87.5
GS-10	3									3	100.0
GS-11	106	11	10.4	1	.9			1	.9	93	87.7
GS-12	144	5	3.5							139	96.5
GS-13	111	4	3.6					2	1.8	105	94.6
GS-14	109							1	.9	108	99.1
GS-15	154	1	.6							153	99.4
GS-16	26									26	100.0
GS-17	2									2	100.0
GS-18	4									4	100.0

1970 MINORITY GROUP STUDY

TABLE 1-41a

FEDERAL TRADE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	19	10	52.6							9	47.4
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999	2	2	100.0								
$ 6,000-$ 6,499											
$ 6,500-$ 6,999	2	1	50.0							1	50.0
$ 7,000-$ 7,999	5	5	100.0								
$ 8,000-$ 8,999	3	1	33.3							2	66.7
$ 9,000-$ 9,999	2									2	100.0
$10,000-$11,999	5	1	20.0							4	80.0
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY TABLE 1-41b

FEDERAL TRADE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	7									7	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999	1									1	100.0
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999	1									1	100.0
$28,000-$29,999											
$30,000 AND OVER	5									5	100.0

1970 MINORITY GROUP STUDY

TABLE 1-42

GENERAL ACCOUNTING OFFICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,646	662	14.2	28	.6	4	.1	20	.4	3,932	84.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,598	626	13.6	28	.6	4	.1	20	.4	3,920	85.3
GS- 1	6	6	100.0								
GS- 2	55	49	89.1							6	10.9
GS- 3	239	178	74.5	2	.8					59	24.7
GS- 4	280	160	57.1					2	.7	118	42.1
GS- 5	234	100	42.7	4	1.7			1	.4	129	55.1
GS- 6	126	42	33.3							84	66.7
GS- 7	485	22	4.5	2	.4			2	.4	459	94.6
GS- 8	86	5	5.8							81	94.2
GS- 9	686	36	5.2			1	.1	7	1.0	642	93.6
GS-10	16									16	100.0
GS-11	525	23	4.4	5	1.0	1	.2	3	.6	493	93.9
GS-12	591	3	.5	9	1.5	1	.2	1	.2	577	97.6
GS-13	617	2	.3	3	.5	1	.2	2	.3	609	98.7
GS-14	415			2	.5			1	.2	412	99.3
GS-15	167							1	.6	166	99.4
GS-16	45			1	2.2					44	97.8
GS-17	16									16	100.0
GS-18	9									9	100.0

1970 MINORITY GROUP STUDY

GENERAL ACCOUNTING OFFICE

TABLE 1-42a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	45	36	80.0							9	20.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999	7	6	85.7							1	14.3
$ 6,000-$ 6,499	2	1	50.0							1	50.0
$ 6,500-$ 6,999	5	5	100.0								
$ 7,000-$ 7,999	13	12	92.3							1	7.7
$ 8,000-$ 8,999	5	4	80.0							1	20.0
$ 9,000-$ 9,999	9	6	66.7							3	33.3
$10,000-$11,999	3	2	66.7							1	33.3
$12,000-$13,999	1									1	100.0
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-42b

GENERAL ACCOUNTING OFFICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	3									3	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	3									3	100.0

1970 MINORITY GROUP STUDY

TABLE 1-43

GENERAL SERVICES ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	37,165	13,755	37.0	918	2.5	90	.2	380	1.0	22,022	59.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	18,931	4,553	24.1	294	1.6	37	.2	182	1.0	13,865	73.2
GS- 1	56	32	57.1	1	1.8	1	1.8	1	1.8	21	37.5
GS- 2	304	174	57.2	2	.7	2	.7	1	.3	125	41.1
GS- 3	2,437	971	39.8	76	3.1	6	.2	20	.8	1,364	56.0
GS- 4	3,508	1,357	38.7	65	1.9	6	.2	26	.7	2,054	58.6
GS- 5	3,216	1,023	31.8	61	1.9	6	.2	42	1.3	2,084	64.8
GS- 6	942	260	27.6	12	1.3	3	.3	3	.3	664	70.5
GS- 7	1,454	269	18.5	27	1.9	7	.5	20	1.4	1,131	77.8
GS- 8	184	52	28.3							132	71.7
GS- 9	1,270	153	12.0	9	.7	2	.2	18	1.4	1,088	85.7
GS-10	62	22	35.5							40	64.5
GS-11	1,760	121	6.9	22	1.3	2	.1	25	1.4	1,590	90.3
GS-12	1,591	60	3.8	13	.8			17	1.1	1,501	94.3
GS-13	1,160	39	3.4	6	.5	1	.1	7	.6	1,107	95.4
GS-14	592	15	2.5			1	.2	1	.2	575	97.1
GS-15	324	3	.9					1	.3	320	98.8
GS-16	40									40	100.0
GS-17	26	2	7.7							24	92.3
GS-18	5									5	100.0

1970 MINORITY GROUP STUDY

TABLE 1-43a

GENERAL SERVICES ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	18,222	9,202	50.5	624	3.4	53	.3	198	1.1	8,145	44.7
UP THRU $ 4,999	333	261	78.4	12	3.6	1	.3			59	17.7
$ 5,000-$ 5,499	1,001	798	79.7	54	5.4	2	.2	1	.1	146	14.6
$ 5,500-$ 5,999	3,030	2,388	78.8	115	3.8	6	.2	6	.2	515	17.0
$ 6,000-$ 6,499	2,726	1,790	65.7	98	3.6	5	.2	20	.7	813	29.8
$ 6,500-$ 6,999	1,565	874	55.8	53	3.4	2	.1	73	4.7	563	36.0
$ 7,000-$ 7,999	2,430	1,044	43.0	112	4.6	8	.3	47	1.9	1,219	50.2
$ 8,000-$ 8,999	2,509	794	31.6	105	4.2	9	.4	18	.7	1,583	63.1
$ 9,000-$ 9,999	2,991	907	30.3	50	1.7	11	.4	19	.6	2,004	67.0
$10,000-$11,999	1,155	301	26.1	23	2.0	7	.6	9	.8	815	70.6
$12,000-$13,999	430	43	10.0	2	.5	2	.5	5	1.2	378	87.9
$14,000-$15,999	47	2	4.3							45	95.7
$16,000-$17,999	4									4	100.0
$18,000-$19,999	1									1	100.0
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY TABLE 1-43b

GENERAL SERVICES ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	12									12	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999	1									1	100.0
$20,000-$21,999	1									1	100.0
$22,000-$23,999	1									1	100.0
$24,000-$25,999	1									1	100.0
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	8									8	100.0

1970 MINORITY GROUP STUDY TABLE 1-44

GOVERNMENT PRINTING OFFICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,514	3,636	48.4	38	.5	6	.1	12	.2	3,822	50.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,548	829	53.6	6	.4	3	.2	4	.3	706	45.6
GS- 1	6	5	83.3							1	16.7
GS- 2	63	54	85.7							9	14.3
GS- 3	385	296	76.9	3	.8					86	22.3
GS- 4	303	213	70.3	2	.7	1	.3			87	28.7
GS- 5	255	137	53.7	1	.4	1	.4	3	1.2	113	44.3
GS- 6	109	55	50.5			1	.9			53	48.6
GS- 7	113	37	32.7							76	67.3
GS- 8	31	12	38.7							19	61.3
GS- 9	66	11	16.7					1	1.5	54	81.8
GS-10	7	1	14.3							6	85.7
GS-11	55	4	7.3							51	92.7
GS-12	45	2	4.4							43	95.6
GS-13	39	2	5.1							37	94.9
GS-14	35									35	100.0
GS-15	16									16	100.0
GS-16	13									13	100.0
GS-17	6									6	100.0
GS-18	1									1	100.0

1970 MINORITY GROUP STUDY

TABLE 1-44a

GOVERNMENT PRINTING OFFICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	5,948	2,807	47.2	32	.5	3	.1	8	.1	3,098	52.1
UP THRU $ 4,999											
$ 5,000-$ 5,499	8	7	87.5							1	12.5
$ 5,500-$ 5,999	280	238	85.0	3	1.1			2	.7	37	13.2
$ 6,000-$ 6,499	282	255	90.4	3	1.1					24	8.5
$ 6,500-$ 6,999	817	645	78.9	4	.5	1	.1			167	20.4
$ 7,000-$ 7,999	834	761	91.2	1	.1			1	.1	71	8.5
$ 8,000-$ 8,999	547	480	87.8	1	.2					66	12.1
$ 9,000-$ 9,999	151	89	58.9	4	2.6			1	.7	57	37.7
$10,000-$11,999	2,267	252	11.1	14	.6	2	.1	3	.1	1,996	88.0
$12,000-$13,999	441	63	14.3	2	.5			1	.2	375	85.0
$14,000-$15,999	274	17	6.2							257	93.8
$16,000-$17,999	47									47	100.0
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-44b

GOVERNMENT PRINTING OFFICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	18									18	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999	1									1	100.0
$14,000-$15,999	9									9	100.0
$16,000-$17,999	5									5	100.0
$18,000-$19,999	1									1	100.0
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	2									2	100.0

1970 MINORITY GROUP STUDY

TABLE 1-45

UNITED STATES INFORMATION AGENCY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,559	681	14.9	77	1.7	1		145	3.2	3,655	80.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,323	563	24.2	54	2.3	1		124	5.3	1,581	68.1
GS- 1	2	2	100.0								
GS- 2	68	43	63.2							25	36.8
GS- 3	112	73	65.2							39	34.8
GS- 4	128	76	59.4	2	1.6					50	39.1
GS- 5	165	87	52.7	2	1.2					76	46.1
GS- 6	172	91	52.9	3	1.7			1	.6	77	44.8
GS- 7	198	76	40.4	3	1.6	1	.5			108	57.4
GS- 8	36	10	27.8					1	2.8	25	69.4
GS- 9	207	47	22.7	2	1.0			19	9.2	139	67.1
GS-10	68	9	13.2					43	63.2	16	23.5
GS-11	302	31	10.3	22	7.3			35	11.6	214	70.9
GS-12	310	11	3.5	16	5.2			15	4.8	268	86.5
GS-13	272	3	1.1	3	1.1			8	2.9	258	94.9
GS-14	184	4	2.2	1	.5			2	1.1	177	96.2
GS-15	83									83	100.0
GS-16	15									15	100.0
GS-17	5									5	100.0
GS-18	6									6	100.0

1970 MINORITY GROUP STUDY

TABLE 1-45a

UNITED STATES INFORMATION AGENCY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	415	49	11.8	4	1.0			2	.5	360	86.7
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499	9	5	55.6							4	44.4
$ 6,500-$ 6,999	11	5	45.5	1	9.1					5	45.5
$ 7,000-$ 7,999	38	16	42.1	1	2.6					21	55.3
$ 8,000-$ 8,999	15	11	73.3							4	26.7
$ 9,000-$ 9,999	9	3	33.3							6	66.7
$10,000-$11,999	23	6	26.1							17	73.9
$12,000-$13,999	98							1	1.0	97	99.0
$14,000-$15,999	181	3	1.7	2	1.1			1	.6	175	96.7
$16,000-$17,999	31									31	100.0
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-45b

UNITED STATES INFORMATION AGENCY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	1,821	69	3.8	19	1.0			19	1.0	1,714	94.1
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999	1									1	100.0
$ 6,000-$ 6,499											
$ 6,500-$ 6,999	20							1	5.0	19	95.0
$ 7,000-$ 7,999	27	2	7.4	2	7.4					23	85.2
$ 8,000-$ 8,999	59	1	1.7	1	1.7			1	1.7	56	94.9
$ 9,000-$ 9,999	80	10	12.5	1	1.3			1	1.3	68	85.0
$10,000-$11,999	230	9	3.9	5	2.2			5	2.2	211	91.7
$12,000-$13,999	111	2	1.8	2	1.8					107	96.4
$14,000-$15,999	145	1	.7	2	1.4			1	.7	141	97.2
$16,000-$17,999	207	14	6.8	3	1.4			2	1.0	188	90.8
$18,000-$19,999	132	8	6.1	1	.8					123	93.2
$20,000-$21,999	259	8	3.1	1	.4			5	1.9	245	94.6
$22,000-$23,999	122	1	.8							121	99.2
$24,000-$25,999	206	7	3.4					1	.5	198	96.1
$26,000-$27,999	41	2	4.9							39	95.1
$28,000-$29,999	47							2	4.3	45	95.7
$30,000 AND OVER	134	4	3.0	1	.7					129	96.3

1970 MINORITY GROUP STUDY TABLE 1-46

INTERSTATE COMMERCE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,746	360	20.6	5	.3			5	.3	1,376	78.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,702	335	19.7	5	.3			5	.3	1,357	79.7
GS- 1	2	1	50.0							1	50.0
GS- 2	43	29	67.4							14	32.6
GS- 3	95	75	78.9					1	1.1	19	20.0
GS- 4	148	100	67.6					2	1.4	46	31.1
GS- 5	242	71	29.3	2	.8			2	.8	167	69.0
GS- 6	100	23	23.0							77	77.0
GS- 7	79	20	25.3							59	74.7
GS- 8	34	1	2.9							33	97.1
GS- 9	128	8	6.3	1	.8					119	93.0
GS-10	43									43	100.0
GS-11	126	4	3.2							122	96.8
GS-12	256	2	.8	2	.8					252	98.4
GS-13	108	1	.9							107	99.1
GS-14	76									76	100.0
GS-15	107									107	100.0
GS-16	100									100	100.0
GS-17	12									12	100.0
GS-18	3									3	100.0

1970 MINORITY GROUP STUDY

TABLE 1-46a

INTERSTATE COMMERCE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	33	25	75.8							8	24.2
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999	3	3	100.0								
$ 6,000-$ 6,499	2	2	100.0								
$ 6,500-$ 6,999	2	2	100.0								
$ 7,000-$ 7,999	4	4	100.0								
$ 8,000-$ 8,999	10	8	80.0								
$ 9,000-$ 9,999	5	5	100.0							2	20.0
$10,000-$11,999	5	1	20.0							4	80.0
$12,000-$13,999	2									2	100.0
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-46b

INTERSTATE COMMERCE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	11									11	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	11									11	100.0

1970 MINORITY GROUP STUDY

TABLE 1-47

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	30,326	934	3.1	226	.7	27	.1	193	.6	28,946	95.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	27,278	725	2.7	174	.6	22	.1	176	.6	26,181	96.0
GS- 1	9	1	11.1							8	88.9
GS- 2	71	20	28.2	1	1.4					50	70.4
GS- 3	388	45	11.6	3	.8	1	.3	2	.5	337	86.9
GS- 4	1,024	69	6.7	9	.9	1	.1	2	.2	943	92.1
GS- 5	1,873	94	5.0	17	.9	2	.1	16	.9	1,744	93.1
GS- 6	869	62	7.1	7	.8	2	.2	6	.7	792	91.1
GS- 7	1,120	68	6.1	3	.3	1	.1	4	.4	1,044	93.2
GS- 8	529	20	3.8	1	.2			1	.2	507	95.8
GS- 9	2,095	69	3.3	13	.6	2	.1	8	.4	2,003	95.6
GS-10	379	4	1.1	3	.8			1	.3	371	97.9
GS-11	3,230	88	2.7	28	.9	2	.1	15	.5	3,097	95.9
GS-12	4,279	90	2.1	30	.7	4	.1	27	.6	4,128	96.5
GS-13	5,652	72	1.3	38	.7	4	.1	54	1.0	5,484	97.0
GS-14	3,353	20	.6	20	.6	3	.1	28	.8	3,282	97.9
GS-15	2,109	2	.1	1				12	.6	2,094	99.3
GS-16	298	1	.3							297	99.7
GS-17											
GS-18											

1970 MINORITY GROUP STUDY

TABLE 1-47a

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	2,656	209	7.9	52	2.0	5	.2	16	.6	2,374	89.4
UP THRU $ 4,999	5									5	100.0
$ 5,000-$ 5,499											
$ 5,500-$ 5,999	8	3	37.5							5	62.5
$ 6,000-$ 6,499	16	7	43.8							9	56.3
$ 6,500-$ 6,999	72	25	34.7	1	1.4					46	63.9
$ 7,000-$ 7,999	145	49	33.8	3	2.1			3	2.1	90	62.1
$ 8,000-$ 8,999	229	52	22.7	5	2.2					172	75.1
$ 9,000-$ 9,999	395	39	9.9	8	2.0			2	.5	346	87.6
$10,000-$11,999	1,458	30	2.1	21	1.4	4	.3	10	.7	1,393	95.5
$12,000-$13,999	186	3	1.6	12	6.5	1	.5			170	91.4
$14,000-$15,999	128	1	.8	1	.8			1	.8	125	97.7
$16,000-$17,999	13			1	7.7					12	92.3
$18,000-$19,999	1									1	100.0
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-47b

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	392							1	.3	391	99.7
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999	11									11	100.0
$28,000-$29,999	45									45	100.0
$30,000 AND OVER	336							1	.3	335	99.7

1970 MINORITY GROUP STUDY TABLE 1-48

NATIONAL LABOR RELATIONS BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,081	310	14.9	19	.9	5	.2	18	.9	1,729	83.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,052	287	14.0	19	.9	5	.2	18	.9	1,723	84.0
GS- 1	3	3	100.0								
GS- 2	14	11	78.6							3	21.4
GS- 3	78	31	39.7	2	2.6	1	1.3	2	2.6	42	53.8
GS- 4	150	53	35.3	5	3.3	2	1.3	4	2.7	86	57.3
GS- 5	308	64	20.8	5	1.6	1	.3	9	2.9	229	74.4
GS- 6	128	38	29.7	1	.8			2	1.6	87	68.0
GS- 7	89	15	16.9							74	83.1
GS- 8	16	3	18.8							13	81.3
GS- 9	73	12	16.4			1	1.4	1	1.4	59	80.8
GS-10	8	3	37.5							5	62.5
GS-11	92	16	17.4							76	82.6
GS-12	221	13	5.9	4	1.8					204	92.3
GS-13	392	16	4.1	1	.3					375	95.7
GS-14	245	4	1.6	1	.4					240	98.0
GS-15	96	2	2.1							94	97.9
GS-16	134	3	2.2							131	97.8
GS-17	3									3	100.0
GS-18	2									2	100.0

1970 MINORITY GROUP STUDY

TABLE 1-48a

NATIONAL LABOR RELATIONS BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	24	22	91.7							2	8.3
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999	1	1	100.0								
$ 6,000-$ 6,499											
$ 6,500-$ 6,999	4	4	100.0								
$ 7,000-$ 7,999	6	6	100.0								
$ 8,000-$ 8,999	7	6	85.7							1	14.3
$ 9,000-$ 9,999	4	4	100.0								
$10,000-$11,999	1	1	100.0								
$12,000-$13,999	1									1	100.0
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-48b

NATIONAL LABOR RELATIONS BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	5	1	20.0							4	80.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	5	1	20.0							4	80.0

1970 MINORITY GROUP STUDY

TABLE 1-49

NATIONAL SCIENCE FOUNDATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	981	186	19.0	7	.7			7	.7	781	79.6
TOTAL GENERAL SCHEDULE OR SIMILAR..	956	174	18.2	7	.7			7	.7	768	80.3
GS- 1	11	11	100.0								
GS- 2	2	2	100.0								
GS- 3	8	4	50.0							4	50.0
GS- 4	36	20	55.6							16	44.4
GS- 5	92	37	40.2							55	59.8
GS- 6	132	50	37.9	1	.8			1	.8	80	60.6
GS- 7	90	20	22.2	3	3.3					67	74.4
GS- 8	32	5	15.6							27	84.4
GS- 9	57	9	15.8							48	84.2
GS-10	4	1	25.0							3	75.0
GS-11	35	5	14.3							30	85.7
GS-12	55	1	1.8	1	1.8					53	96.4
GS-13	68	1	1.5	1	1.5			3	4.4	63	92.6
GS-14	101	6	5.9							95	94.1
GS-15	131	1	.8					1	.8	129	98.5
GS-16	60			1	1.7			2	3.3	57	95.0
GS-17	32									32	100.0
GS-18	10	1	10.0							9	90.0

1970 MINORITY GROUP STUDY

TABLE 1-49a

NATIONAL SCIENCE FOUNDATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	13	12	92.3							1	7.7
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499	1	1	100.0								
$ 6,500-$ 6,999	2	2	100.0								
$ 7,000-$ 7,999	4	4	100.0								
$ 8,000-$ 8,999											
$ 9,000-$ 9,999	3	3	100.0								
$10,000-$11,999	3	2	66.7							1	33.3
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-49b

NATIONAL SCIENCE FOUNDATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	12									12	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999	1									1	100.0
$14,000-$15,999											
$16,000-$17,999	1									1	100.0
$18,000-$19,999											
$20,000-$21,999	2									2	100.0
$22,000-$23,999											
$24,000-$25,999	1									1	100.0
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	7									7	100.0

1970 MINORITY GROUP STUDY

TABLE 1-50

OFFICE OF ECONOMIC OPPORTUNITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,577	863	33.5	114	4.4	17	.7	23	.9	1,560	60.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,566	859	33.5	114	4.4	17	.7	23	.9	1,553	60.5
GS- 1	18	10	55.6	6	33.3					2	11.1
GS- 2	30	19	63.3	4	13.3					7	23.3
GS- 3	94	61	64.9	5	5.3	1	1.1			27	28.7
GS- 4	148	79	53.4	6	4.1						
GS- 5	235	108	46.0	17	7.2			1	.7	62	41.9
GS- 6	176	109	61.9	3	1.7			1	.4	109	46.4
GS- 7	223	105	47.1	9	4.0			1	.6	63	35.8
GS- 8	34	20	58.8					3	1.3	106	47.5
GS- 9	228	80	35.1	8	3.5	2	.9	1	.4	14	41.2
GS-10										137	60.1
GS-11	191	50	26.2	7	3.7	1	.5			133	69.6
GS-12	316	66	20.9	15	4.7	5	1.6	3	.9	227	71.8
GS-13	381	73	19.2	14	3.7	4	1.0	8	2.1	282	74.0
GS-14	272	48	17.6	11	4.0	3	1.1	4	1.5	206	75.7
GS-15	183	27	14.8	6	3.3	1	.5	1	.5	148	80.9
GS-16	20	2	10.0	1	5.0					17	85.0
GS-17	13	2	15.4	1	7.7					10	76.9
GS-18	4			1	25.0					3	75.0

1970 MINORITY GROUP STUDY

TABLE 1-50a

OFFICE OF ECONOMIC OPPORTUNITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	6	4	66.7							2	33.3
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999	4	3	75.0							1	25.0
$ 8,000-$ 8,999	1										
$ 9,000-$ 9,999	1	1	100.0							1	100.0
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-50b

OFFICE OF ECONOMIC OPPORTUNITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	5									5	100.0

1970 MINORITY GROUP STUDY

TABLE 1-51

PANAMA CANAL COMPANY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,373	62	2.6	128	5.4	2	.1	11	.5	2,170	91.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	967	18	1.9	60	6.2			4	.4	885	91.5
GS- 1	1									1	100.0
GS- 2	5			2	40.0			1	20.0	2	40.0
GS- 3	35	7	20.0	5	14.3					23	65.7
GS- 4	94	8	8.5	6	6.4			1	1.1	79	84.0
GS- 5	93	1	1.1	10	10.8					82	88.2
GS- 6	80			7	8.8					73	91.3
GS- 7	93	1	1.1	8	8.6					84	90.3
GS- 8	36			1	2.8					35	97.2
GS- 9	103			4	3.9					99	96.1
GS-10	41									41	100.0
GS-11	145			7	4.8			1	.7	137	94.5
GS-12	144	1	.7	9	6.3			1	.7	133	92.4
GS-13	59			1	1.7					58	98.3
GS-14	30									30	100.0
GS-15	8									8	100.0
GS-16											
GS-17											
GS-18											

1970 MINORITY GROUP STUDY

TABLE 1-51a

PANAMA CANAL COMPANY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	1,199	44	3.7	66	5.5	2	.2	5	.4	1,082	90.2
UP THRU $ 4,999	100	23	23.0	15	15.0			1	1.0	61	61.0
$ 5,000-$ 5,499	13	3	23.1	7	53.8					3	23.1
$ 5,500-$ 5,999	23	9	39.1	10	43.5					4	17.4
$ 6,000-$ 6,499	20			1	5.0					19	95.0
$ 6,500-$ 6,999	10	2	20.0	5	50.0					3	30.0
$ 7,000-$ 7,999	37	2	5.4	5	13.5					30	81.1
$ 8,000-$ 8,999	185	2	1.1	9	4.9	1	.5			173	93.5
$ 9,000-$ 9,999	274	2	.7	7	2.6	1	.4	4	1.5	260	94.9
$10,000-$11,999	280			3	1.1					277	98.9
$12,000-$13,999	107			2	1.9					105	98.1
$14,000-$15,999	111	1	.9	2	1.8					108	97.3
$16,000-$17,999	36									36	100.0
$18,000-$19,999	1									1	100.0
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999	1									1	100.0
$28,000-$29,999	1									1	100.0
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-51b

PANAMA CANAL COMPANY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	207			2	1.0			2	1.0	203	98.1
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999	6									6	100.0
$16,000-$17,999	23									23	100.0
$18,000-$19,999	45			1	2.2			2	4.4	42	93.3
$20,000-$21,999	21			1	4.8					20	95.2
$22,000-$23,999	94									94	100.0
$24,000-$25,999	9									9	100.0
$26,000-$27,999	1									1	100.0
$28,000-$29,999											
$30,000 AND OVER	8									8	100.0

1970 MINORITY GROUP STUDY

TABLE I-52

RAILROAD RETIREMENT BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,738	472	27.2	27	1.6	3	.2	6	.3	1,230	70.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,709	456	26.7	27	1.6	3	.2	6	.4	1,217	71.2
GS- 1	6	6	100.0								
GS- 2	114	82	71.9	6	5.3					26	22.8
GS- 3	175	91	52.0	8	4.6			1	.6	75	42.9
GS- 4	195	105	53.8	6	3.1					84	43.1
GS- 5	217	66	30.4	3	1.4	2	.9	1	.5	145	66.8
GS- 6	36	13	36.1							23	63.9
GS- 7	194	39	20.1							155	79.9
GS- 8	121	13	10.7	1	.8			1	.8	106	87.6
GS- 9	93	14	15.1							79	84.9
GS-10	214	13	6.1	2	.9	1	.5	1	.5	197	92.1
GS-11	133	8	6.0	1	.8			1	.8	123	92.5
GS-12	109	5	4.6					1	.9	103	94.5
GS-13	37									37	100.0
GS-14	29	1	3.4							28	96.6
GS-15	27									27	100.0
GS-16	4									4	100.0
GS-17	4									4	100.0
GS-18	1									1	100.0

1970 MINORITY GROUP STUDY

TABLE 1-52a

RAILROAD RETIREMENT BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	27	16	59.3							11	40.7
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499	2									2	100.0
$ 6,500-$ 6,999	3	3	100.0								
$ 7,000-$ 7,999	8	7	87.5							1	12.5
$ 8,000-$ 8,999	5	4	80.0							1	20.0
$ 9,000-$ 9,999	6	1	16.7							5	83.3
$10,000-$11,999	2	1	50.0							1	50.0
$12,000-$13,999	1									1	100.0
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-52b

RAILROAD RETIREMENT BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	2									2	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	2									2	100.0

1970 MINORITY GROUP STUDY

TABLE 1-53

SECURITIES AND EXCHANGE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,399	233	16.7	14	1.0	3	.2	4	.3	1,145	81.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,375	220	16.0	14	1.0	3	.2	4	.3	1,134	82.5
GS- 1											
GS- 2	17	8	47.1							9	52.9
GS- 3	59	37	62.7	1	1.7					21	35.6
GS- 4	91	36	39.6			1	1.1			54	59.3
GS- 5	119	49	41.2	4	3.4	1	.8	2	1.7	63	52.9
GS- 6	117	42	35.9	3	2.6	1	.9	1	.9	70	59.8
GS- 7	59	12	20.3	1	1.7					46	78.0
GS- 8	22	5	22.7							17	77.3
GS- 9	57	9	15.8							48	84.2
GS-10	7									7	100.0
GS-11	112	7	6.3	1	.9			1	.9	103	92.0
GS-12	239	5	2.1	1	.4					233	97.5
GS-13	248	4	1.6	3	1.2					241	97.2
GS-14	127	6	4.7							121	95.3
GS-15	63									63	100.0
GS-16	28									28	100.0
GS-17	4									4	100.0
GS-18	6									6	100.0

1970 MINORITY GROUP STUDY

TABLE 1-53a

SECURITIES AND EXCHANGE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	19	13	68.4							6	31.6
UP THRU $ 4,999											
$ 5,000-$ 5,499	1	1	100.0								
$ 5,500-$ 5,999	2	2	100.0								
$ 6,000-$ 6,499	2	2	100.0								
$ 6,500-$ 6,999	2	1	50.0							1	50.0
$ 7,000-$ 7,999	3	3	100.0								
$ 8,000-$ 8,999	2	1	50.0							1	50.0
$ 9,000-$ 9,999	2	2	100.0								
$10,000-$11,999	4	1	25.0							3	75.0
$12,000-$13,999	1									1	100.0
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-53b

SECURITIES AND EXCHANGE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	5									5	100.0

1970 MINORITY GROUP STUDY

TABLE 1-54

SELECTIVE SERVICE SYSTEM

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,527	447	6.8	102	1.6	12	.2	34	.5	5,932	90.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,145	110	9.6	14	1.2	2	.2	5	.4	1,014	88.6
GS- 1											
GS- 2	36	12	33.3							24	66.7
GS- 3	153	13	8.5	3	2.0			1	.7	136	88.9
GS- 4	252	37	14.7	4	1.6	2	.8			209	82.9
GS- 5	194	15	7.7	3	1.5			1	.5	175	90.2
GS- 6	114	13	11.4	1	.9					100	87.7
GS- 7	123	10	8.1	2	1.6					111	90.2
GS- 8	76	3	3.9	1	1.3					72	94.7
GS- 9	77	1	1.3							76	98.7
GS-10	15	2	13.3					1	6.7	12	80.0
GS-11	16									16	100.0
GS-12	17	1	5.9					1	5.9	15	88.2
GS-13	25							1	4.0	24	96.0
GS-14	23	3	13.0							20	87.0
GS-15	19									19	100.0
GS-16	2									2	100.0
GS-17	2									2	100.0
GS-18	1									1	100.0

1970 MINORITY GROUP STUDY

TABLE 1-54a

SELECTIVE SERVICE SYSTEM

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	20	16	80.0							4	20.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999	1	1	100.0								
$ 6,000-$ 6,499	1									1	100.0
$ 6,500-$ 6,999	5	5	100.0								
$ 7,000-$ 7,999	4	2	50.0							2	50.0
$ 8,000-$ 8,999	6	5	83.3							1	16.7
$ 9,000-$ 9,999	2	2	100.0								
$10,000-$11,999	1	1	100.0								
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-54b

SELECTIVE SERVICE SYSTEM

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	5,362	321	6.0	88	1.6	10	.2	29	.5	4,914	91.6
UP THRU $ 4,999	4	1	25.0							3	75.0
$ 5,000-$ 5,499	622	53	8.5	8	1.3	2	.3	13	2.1	546	87.8
$ 5,500-$ 5,999	708	56	7.9	12	1.7	2	.3	3	.4	635	89.7
$ 6,000-$ 6,499	1,264	51	4.0	13	1.0	3	.2	3	.2	1,194	94.5
$ 6,500-$ 6,999	1,283	68	5.3	15	1.2	2	.2	5	.4	1,193	93.0
$ 7,000-$ 7,999	894	51	5.7	26	2.9	1	.1	2	.2	814	91.1
$ 8,000-$ 8,999	454	33	7.3	12	2.6			1	.2	408	89.9
$ 9,000-$ 9,999	81	6	7.4	2	2.5			2	2.5	71	87.7
$10,000-$11,999	51	2	3.9							49	96.1
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	1									1	100.0

1970 MINORITY GROUP STUDY

TABLE I-55

SMALL BUSINESS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,297	516	12.0	231	5.4	18	.4	23	.5	3,509	81.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,272	496	11.6	230	5.4	18	.4	23	.5	3,505	82.0
GS- 1	4	1	25.0							3	75.0
GS- 2	151	19	12.6	73	48.3					59	39.1
GS- 3	276	63	22.8	23	8.3	3	1.1	3	1.1	184	66.7
GS- 4	515	77	15.0	37	7.2	3	.6	4	.8	394	76.5
GS- 5	494	88	17.8	16	3.2	2	.4	5	1.0	383	77.5
GS- 6	294	59	20.1	5	1.7	1	.3	1	.3	228	77.6
GS- 7	225	43	19.1	19	8.4	1	.4	1	.4	161	71.6
GS- 8	39	9	23.1	1	2.6					29	74.4
GS- 9	163	27	16.6	13	8.0	2	1.2	3	1.8	118	72.4
GS-10	3			1	33.3					2	66.7
GS-11	431	36	8.4	15	3.5	1	.2	4	.9	375	87.0
GS-12	815	43	5.3	14	1.7	4	.5			754	92.5
GS-13	454	23	5.1	5	1.1			2	.4	424	93.4
GS-14	213	5	2.3	4	1.9					204	95.8
GS-15	166	2	1.2	4	2.4	1	.6			159	95.8
GS-16	19	1	5.3							18	94.7
GS-17	6									6	100.0
GS-18	4									4	100.0

1970 MINORITY GROUP STUDY

TABLE 1-55a

SMALL BUSINESS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	20	20	100.0								
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999	8	8	100.0								
$ 8,000-$ 8,999	5	5	100.0								
$ 9,000-$ 9,999	5	5	100.0								
$10,000-$11,999	2	2	100.0								
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-55b

SMALL BUSINESS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	5			1	20.0					4	80.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	5			1	20.0					4	80.0

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1970 MINORITY GROUP STUDY

TABLE 1-56

SMITHSONIAN INSTITUTION
INCLUDES NATIONAL GALLERY OF ART

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,472	978	39.6	7	.3	6	.2	9	.4	1,472	59.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,756	525	29.9	5	.3	6	.3	8	.5	1,212	69.0
GS- 1	1	1	100.0								
GS- 2	10	9	90.0							1	10.0
GS- 3	82	64	78.0							18	22.0
GS- 4	320	198	61.9	1	.3					121	37.8
GS- 5	210	92	43.8			3	1.4	1	.5	114	54.3
GS- 6	113	44	38.9							69	61.1
GS- 7	165	47	28.5	1	.6	1	.6	1	.6	115	69.7
GS- 8	33	5	15.2							28	84.8
GS- 9	226	32	14.2	2	.9			2	.9	190	84.1
GS-10	4									4	100.0
GS-11	154	18	11.7			1	.6	3	1.9	132	85.7
GS-12	131	9	6.9			1	.8	1	.8	120	91.6
GS-13	94	2	2.1							92	97.9
GS-14	109	2	1.8	1	.9					106	97.2
GS-15	75	2	2.7							73	97.3
GS-16	16									16	100.0
GS-17	12									12	100.0
GS-18	1									1	100.0

1970 MINORITY GROUP STUDY

TABLE 1-56a

SMITHSONIAN INSTITUTION
INCLUDES NATIONAL GALLERY OF ART

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	678	448	66.1	1	.1			1	.1	228	33.6
UP THRU $ 4,999											
$ 5,000-$ 5,499	20	20	100.0								
$ 5,500-$ 5,999	57	55	96.5							2	3.5
$ 6,000-$ 6,499	96	94	97.9							2	2.1
$ 6,500-$ 6,999	72	66	91.7							6	8.3
$ 7,000-$ 7,999	93	80	86.0							13	14.0
$ 8,000-$ 8,999	69	48	69.6							21	30.4
$ 9,000-$ 9,999	174	64	36.8	1	.6			1	.6	108	62.1
$10,000-$11,999	60	16	26.7							44	73.3
$12,000-$13,999	36	5	13.9							31	86.1
$14,000-$15,999	1									1	100.0
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-56b

SMITHSONIAN INSTITUTION
INCLUDES NATIONAL GALLERY OF ART

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	38	5	13.2	1	2.6					32	84.2
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999	4	2	50.0							2	50.0
$ 9,000-$ 9,999	12	2	16.7							10	83.3
$10,000-$11,999	6	1	16.7							5	83.3
$12,000-$13,999	2			1	50.0					1	50.0
$14,000-$15,999	1									1	100.0
$16,000-$17,999	1									1	100.0
$18,000-$19,999											
$20,000-$21,999	3									3	100.0
$22,000-$23,999	1									1	100.0
$24,000-$25,999	1									1	100.0
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	7									7	100.0

1970 MINORITY GROUP STUDY

TABLE 1-57

U. S. SOLDIERS' HOME

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,053	526	50.0	5	.5			3	.3	519	49.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	384	223	58.1	1	.3			3	.8	157	40.9
GS- 1	1									1	100.0
GS- 2	12	10	83.3							2	16.7
GS- 3	163	144	88.3					1	.6	18	11.0
GS- 4	51	26	51.0							25	49.0
GS- 5	47	18	38.3							29	61.7
GS- 6	22	7	31.8							15	68.2
GS- 7	36	14	38.9							22	61.1
GS- 8	11	3	27.3							8	72.7
GS- 9	17							2	11.8	15	88.2
GS-10	8	1	12.5							7	87.5
GS-11	7									7	100.0
GS-12	6									6	100.0
GS-13	2			1	50.0					1	50.0
GS-14	1									1	100.0
GS-15											
GS-16											
GS-17											
GS-18											

1970 MINORITY GROUP STUDY

TABLE 1-57a

U. S. SOLDIERS' HOME

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	429	297	69.2							132	30.8
UP THRU $ 4,999											
$ 5,000-$ 5,499	17	17	100.0								
$ 5,500-$ 5,999	103	102	99.0							1	1.0
$ 6,000-$ 6,499	75	69	92.0							6	8.0
$ 6,500-$ 6,999	30	22	73.3							8	26.7
$ 7,000-$ 7,999	65	38	58.5							27	41.5
$ 8,000-$ 8,999	63	37	58.7							26	41.3
$ 9,000-$ 9,999	52	10	19.2							42	80.8
$10,000-$11,999	10	1	10.0							9	90.0
$12,000-$13,999	13	1	7.7							12	92.3
$14,000-$15,999	1									1	100.0
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-57b

U. S. SOLDIERS' HOME

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	240	6	2.5	4	1.7					230	95.8
UP THRU $ 4,999	234	6	2.6	4	1.7					224	95.7
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999	1									1	100.0
$18,000-$19,999	1									1	100.0
$20,000-$21,999	1									1	100.0
$22,000-$23,999											
$24,000-$25,999	2									2	100.0
$26,000-$27,999											
$28,000-$29,999	1									1	100.0
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-58

TENNESSEE VALLEY AUTHORITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	23,871	1,740	7.3	19	.1	11		30	.1	22,071	92.5

1970 MINORITY GROUP STUDY

TABLE 1-58a

TENNESSEE VALLEY AUTHORITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	15,742	1,093	6.9	7		8	.1	3		14,631	92.9
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499	674	195	28.9	1	.1			1	.1	477	70.8
$ 6,500-$ 6,999	1,811	351	19.4	4	.2	1	.1			1,455	80.3
$ 7,000-$ 7,999	2,082	337	16.2	1		1		1		1,742	83.7
$ 8,000-$ 8,999	3,019	101	3.3			2	.1			2,916	96.6
$ 9,000-$ 9,999	1,009	56	5.6			1	.1	1	.1	951	94.3
$10,000-$11,999	4,787	50	1.0	1		1				4,735	98.9
$12,000-$13,999	2,332	3	.1			2	.1			2,327	99.8
$14,000-$15,999	28									28	100.0
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-58b

TENNESSEE VALLEY AUTHORITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	8,129	647	8.0	12	.1	3		27	.3	7,440	91.5
UP THRU $ 4,999	46	14	30.4							32	69.6
$ 5,000-$ 5,499	295	59	20.0	3	1.0	1	.3			232	78.6
$ 5,500-$ 5,999	170	48	28.2	2	1.2					120	70.6
$ 6,000-$ 6,499	659	262	39.8	2	.3					395	59.9
$ 6,500-$ 6,999	405	63	15.6	1	.2			1	.2	340	84.0
$ 7,000-$ 7,999	1,007	79	7.8	1	.1	2	.2			925	91.9
$ 8,000-$ 8,999	666	44	6.6					1	.2	621	93.2
$ 9,000-$ 9,999	510	21	4.1	1	.2			1	.2	487	95.5
$10,000-$11,999	1,121	37	3.3	1	.1			9	.8	1,074	95.8
$12,000-$13,999	668	7	1.0	1	.1			9	1.3	651	97.5
$14,000-$15,999	704	8	1.1					2	.3	694	98.6
$16,000-$17,999	562	2	.4					4	.7	556	98.9
$18,000-$19,999	487	1	.2							486	99.8
$20,000-$21,999	451	1	.2							450	99.8
$22,000-$23,999	189	1	.5							188	99.5
$24,000-$25,999	50									50	100.0
$26,000-$27,999	91									91	100.0
$28,000-$29,999	8									8	100.0
$30,000 AND OVER	40									40	100.0

1970 MINORITY GROUP STUDY

TABLE 1-59

VETERANS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	149,257	38,827	26.0	3,131	2.1	321	.2	1,262	.8	105,716	70.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	115,997	25,513	22.0	2,080	1.8	230	.2	1,117	1.0	87,057	75.1
GS- 1	137	67	48.9	19	13.9					51	37.2
GS- 2	2,545	1,196	47.0	75	2.9	9	.4	8	.3	1,257	49.4
GS- 3	15,534	5,918	38.1	328	2.1	39	.3	39	.3	9,210	59.3
GS- 4	25,921	7,993	30.8	537	2.1	62	.2	77	.3	17,252	66.6
GS- 5	15,835	4,670	29.5	311	2.0	37	.2	96	.6	10,721	67.7
GS- 6	7,222	1,703	23.6	115	1.6	11	.2	71	1.0	5,322	73.7
GS- 7	5,359	798	14.9	106	2.0	14	.3	63	1.2	4,378	81.7
GS- 8	4,957	488	9.8	59	1.2	9	.2	79	1.6	4,322	87.2
GS- 9	15,006	1,501	10.0	157	1.0	17	.1	230	1.5	13,101	87.3
GS-10	1,366	86	6.3	14	1.0	3	.2	12	.9	1,251	91.6
GS-11	6,911	651	9.4	63	.9	12	.2	92	1.3	6,093	88.2
GS-12	5,176	239	4.6	36	.7	4	.1	47	.9	4,850	93.7
GS-13	3,329	86	2.6	32	1.0	7	.2	39	1.2	3,165	95.1
GS-14	2,415	40	1.7	117	4.8	2	.1	177	7.3	2,079	86.1
GS-15	4,048	71	1.8	111	2.7	4	.1	87	2.1	3,775	93.3
GS-16	218	5	2.3							213	97.7
GS-17	14	1	7.1							13	92.9
GS-18	4									4	100.0

1970 MINORITY GROUP STUDY

TABLE 1-59a

VETERANS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	30,762	12,769	41.5	982	3.2	87	.3	130	.4	16,794	54.6
UP THRU $ 4,999	1,392	1,040	74.7	5	.4	1	.1	1	.1	345	24.8
$ 5,000-$ 5,499	2,097	1,354	64.6	67	3.2	1		2	.1	673	32.1
$ 5,500-$ 5,999	3,185	1,523	47.8	120	3.8	8	.3	3	.1	1,531	48.1
$ 6,000-$ 6,499	4,989	2,192	43.9	228	4.6	20	.4	14	.3	2,535	50.8
$ 6,500-$ 6,999	4,769	2,433	51.0	197	4.1	15	.3	18	.4	2,106	44.2
$ 7,000-$ 7,999	5,317	2,371	44.6	164	3.1	11	.2	38	.7	2,733	51.4
$ 8,000-$ 8,999	3,984	933	23.4	106	2.7	16	.4	18	.5	2,911	73.1
$ 9,000-$ 9,999	2,938	599	20.4	59	2.0	10	.3	19	.6	2,251	76.6
$10,000-$11,999	1,577	274	17.4	31	2.0	4	.3	12	.8	1,256	79.6
$12,000-$13,999	474	49	10.3	4	.8	1	.2	3	.6	417	88.0
$14,000-$15,999	37	1	2.7	1	2.7			2	5.4	33	89.2
$16,000-$17,999	3									3	100.0
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 1-59b

VETERANS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	2,498	545	21.8	69	2.8	4	.2	15	.6	1,865	74.7
UP THRU $ 4,999	1,648	444	26.9	49	3.0	2	.1	1	.1	1,152	69.9
$ 5,000-$ 5,499	104	23	22.1	1	1.0			1	1.0	79	76.0
$ 5,500-$ 5,999	62	10	16.1	3	4.8			2	3.2	47	75.8
$ 6,000-$ 6,499	21	2	9.5							19	90.5
$ 6,500-$ 6,999	253	60	23.7	13	5.1	1	.4	3	1.2	176	69.6
$ 7,000-$ 7,999	30	1	3.3							29	96.7
$ 8,000-$ 8,999	31	1	3.2								
$ 9,000-$ 9,999	28							1	3.2	29	93.5
$10,000-$11,999	70	1	1.4	1	1.4					28	100.0
$12,000-$13,999	75							1	1.4	67	95.7
$14,000-$15,999	99	2	2.0	1	1.0	1	1.0	6	6.1	75	100.0
$16,000-$17,999	19			1	5.3					89	89.9
$18,000-$19,999	2									18	94.7
$20,000-$21,999										2	100.0
$22,000-$23,999											
$24,000-$25,999	2										
$26,000-$27,999	2									2	100.0
$28,000-$29,999										2	100.0
$30,000 AND OVER	52	1	1.9							51	98.1

1970 MINORITY GROUP STUDY

TABLE 1-60

FEDERAL COURTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	205	58	28.3					2	1.0	145	70.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	188	49	26.1					2	1.1	137	72.9
GS- 1											
GS- 2	5	2	40.0							3	60.0
GS- 3	10	4	40.0							6	60.0
GS- 4	19	8	42.1							11	57.9
GS- 5	24	11	45.8							13	54.2
GS- 6	28	11	39.3							17	60.7
GS- 7	36	10	27.8							26	72.2
GS- 8											
GS- 9	18	3	16.7							15	83.3
GS-10	3									3	100.0
GS-11	11							1	9.1	10	90.9
GS-12	4									4	100.0
GS-13	5							1	20.0	4	80.0
GS-14	11									11	100.0
GS-15	8									8	100.0
GS-16	1									1	100.0
GS-17	4									4	100.0
GS-18	1									1	100.0

1970 MINORITY GROUP STUDY

TABLE 1-60a

FEDERAL COURTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL WAGE SYSTEMS.....	15	9	60.0							6	40.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999	6	6	100.0								
$ 8,000-$ 8,999	2	1	50.0							1	50.0
$ 9,000-$ 9,999	1	1	100.0								
$10,000-$11,999	5	1	20.0							4	80.0
$12,000-$13,999	1									1	100.0
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER											

1970 MINORITY GROUP STUDY TABLE 1-60b

FEDERAL COURTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL OTHER PAY SYSTEMS	2									2	100.0
UP THRU $ 4,999											
$ 5,000-$ 5,499											
$ 5,500-$ 5,999											
$ 6,000-$ 6,499											
$ 6,500-$ 6,999											
$ 7,000-$ 7,999											
$ 8,000-$ 8,999											
$ 9,000-$ 9,999											
$10,000-$11,999											
$12,000-$13,999											
$14,000-$15,999											
$16,000-$17,999											
$18,000-$19,999											
$20,000-$21,999											
$22,000-$23,999											
$24,000-$25,999											
$26,000-$27,999											
$28,000-$29,999											
$30,000 AND OVER	2									2	100.0

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APPENDIX II

WORLDWIDE -- ALL FEDERAL DEPARTMENTS AND AGENCIES, BY GRADE OR SALARY LEVEL GROUPING, 1970 - 1969

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1970 MINORITY GROUP STUDY

TABLE 2-1

ALL AGENCY SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,571,504	391,173	15.2	74,449	2.9	17,992	.7	21,421	.8	2,066,469	80.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,283,991	142,466	11.1	24,764	1.9	11,071	.9	10,601	.8	1,095,089	85.3
GS- 1 THRU 4	294,991	65,716	22.3	9,074	3.1	5,838	2.0	1,917	.6	212,446	72.0
GS- 5 THRU 8	373,932	52,257	14.0	8,513	2.3	2,962	.8	3,000	.8	307,200	82.2
GS- 9 THRU 11	316,540	16,849	5.3	4,767	1.5	1,532	.5	3,145	1.0	290,247	91.7
GS-12 THRU 13	219,634	6,174	2.8	1,875	.9	573	.3	1,889	.9	209,123	95.2
GS-14 THRU 15	73,308	1,378	1.9	517	.7	161	.2	635	.9	70,617	96.3
GS-16 THRU 18	5,586	92	1.6	18	.3	5	.1	15	.3	5,456	97.7
TOTAL WAGE SYSTEMS.....	520,942	106,619	20.5	30,003	5.8	5,509	1.1	6,155	1.2	372,656	71.5
UP THRU $5,499	21,301	11,366	53.4	1,115	5.2	250	1.2	193	.9	8,377	39.3
$ 5,500 THRU $ 6,999	95,008	39,345	41.4	5,779	6.1	1,421	1.5	1,098	1.2	47,365	49.9
$ 7,000 THRU $ 7,999	97,824	24,587	25.1	7,616	7.8	1,307	1.3	1,107	1.1	63,207	64.6
$ 8,000 THRU $ 8,999	121,965	17,364	14.2	8,463	6.9	1,079	.9	1,103	.9	93,956	77.0
$ 9,000 THRU $ 9,999	100,062	9,896	9.9	5,178	5.2	871	.9	1,606	1.6	82,511	82.5
$10,000 THRU $13,999	77,835	3,933	5.1	1,786	2.3	530	.7	978	1.3	70,608	90.7
$14,000 THRU $17,999	5,995	119	2.0	60	1.0	45	.8	64	1.1	5,707	95.2
$18,000 AND OVER	952	9	.9	6	.6	6	.6	6	.6	925	97.2
TOTAL POSTAL FIELD SERVICE.....	713,979	138,753	19.4	19,045	2.7	1,271	.2	4,232	.6	550,678	77.1
PFS- 1 THRU 5*	603,968	124,549	20.6	17,124	2.8	1,056	.2	3,485	.6	457,754	75.8
PFS- 6 THRU 9	88,597	13,176	14.9	1,730	2.0	185	.2	662	.7	72,844	82.2
PFS-10 THRU 12	16,028	771	4.8	150	.9	27	.2	66	.4	15,014	93.7
PFS-13 THRU 16	4,813	241	5.0	37	.8	3	.1	18	.4	4,514	93.8
PFS-17 THRU 19	534	14	2.6	4	.7			1	.2	515	96.4
PFS-20 THRU 21	39	2	5.1							37	94.9
TOTAL OTHER PAY SYSTEMS	52,592	3,335	6.3	637	1.2	141	.3	433	.8	48,046	91.4
UP THRU $6,499	7,380	1,402	19.0	142	1.9	87	1.2	44	.6	5,705	77.3
$ 6,500 THRU $ 9,999	16,699	1,194	7.2	214	1.3	25	.1	150	.9	15,116	90.5
$10,000 THRU $13,999	11,988	368	3.1	128	1.1	19	.2	126	1.1	11,347	94.7
$14,000 THRU $17,999	5,519	139	2.5	58	1.1	4	.1	47	.9	5,271	95.5
$18,000 THRU $25,999	6,776	155	2.3	74	1.1	3		51	.8	6,493	95.8
$26,000 AND OVER	4,230	77	1.8	21	.5	3	.1	15	.4	4,114	97.2

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 2-2

ALL AGENCY SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,601,639	389,251	15.0	73,619	2.8	16,478	.6	21,188	.8	2,101,103	80.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,289,114	137,919	10.7	23,681	1.8	9,752	.8	10,374	.8	1,107,388	85.9
GS- 1 THRU 4	312,047	67,252	21.6	9,180	2.9	5,051	1.6	1,993	.6	228,571	73.2
GS- 5 THRU 8	367,410	47,838	13.0	7,855	2.1	2,616	.7	2,927	.8	306,174	83.3
GS- 9 THRU 11	321,140	16,318	5.1	4,548	1.4	1,465	.5	3,131	1.0	295,678	92.1
GS-12 THRU 13	213,261	5,370	2.5	1,618	.8	473	.2	1,784	.8	204,016	95.7
GS-14 THRU 15	69,937	1,078	1.5	466	.7	140	.2	526	.8	67,727	96.8
GS-16 THRU 18	5,319	63	1.2	14	.3	7	.1	13	.2	5,222	98.2
TOTAL WAGE SYSTEMS.....	554,443	109,356	19.7	31,778	5.7	5,392	1.0	6,441	1.2	401,476	72.4
UP THRU $5,499	48,012	21,705	45.2	3,865	8.1	462	1.0	527	1.1	21,453	44.7
$ 5,500 THRU $ 6,999	149,327	47,683	31.9	9,880	6.6	1,918	1.3	1,555	1.0	88,291	59.1
$ 7,000 THRU $ 7,999	140,355	21,896	15.6	9,665	6.9	1,398	1.0	1,406	1.0	105,990	75.5
$ 8,000 THRU $ 8,999	113,357	11,755	10.4	5,706	5.0	898	.8	1,442	1.3	93,556	82.5
$ 9,000 THRU $ 9,999	50,863	4,150	8.2	1,743	3.4	303	.6	795	1.6	43,872	86.3
$10,000 THRU $13,999	48,675	2,033	4.2	872	1.8	355	.7	687	1.4	44,728	91.9
$14,000 THRU $17,999	3,035	117	3.9	39	1.3	57	1.9	24	.8	2,798	92.2
$18,000 AND OVER	819	17	2.1	8	1.0	1	.1	5	.6	788	96.2
TOTAL POSTAL FIELD SERVICE.....	700,304	136,322	19.5	17,494	2.5	1,182	.2	3,947	.6	541,359	77.3
PFS- 1 THRU 5*	595,654	124,173	20.8	15,847	2.7	992	.2	3,312	.6	451,330	75.8
PFS- 6 THRU 9	84,311	11,343	13.5	1,485	1.8	165	.2	575	.7	70,743	83.9
PFS-10 THRU 12	15,359	623	4.1	127	.8	22	.1	44	.3	14,543	94.7
PFS-13 THRU 16	4,509	170	3.8	33	.7	3	.1	15	.3	4,288	95.1
PFS-17 THRU 19	432	11	2.5	2	.5			1	.2	418	96.8
PFS-20 THRU 21	39	2	5.1							37	94.9
TOTAL OTHER PAY SYSTEMS	57,778	5,654	9.8	666	1.2	152	.3	426	.7	50,880	88.1
UP THRU $6,499	11,792	2,782	23.6	177	1.5	95	.8	50	.4	8,688	73.7
$ 6,500 THRU $ 9,999	18,488	2,053	11.1	246	1.3	35	.2	190	1.0	15,964	86.3
$10,000 THRU $13,999	11,809	496	4.2	112	.9	12	.1	85	.7	11,104	94.0
$14,000 THRU $17,999	6,063	141	2.3	49	.8	5	.1	48	.8	5,820	96.0
$18,000 THRU $25,999	5,935	132	2.2	61	1.0	1		39	.7	5,702	96.1
$26,000 AND OVER	3,691	50	1.4	21	.6	4	.1	14	.4	3,602	97.6

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 2-3

DEPARTMENT OF STATE
INCLUDES AGENCY FOR INTERNATIONAL DEVELOPMENT AND PEACE CORPS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	20,690	2,798	13.5	477	2.3	33	.2	184	.9	17,198	83.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,810	1,829	31.5	126	2.2	20	.3	53	.9	3,782	65.1
GS- 1 THRU 4	775	448	57.8	22	2.8	4	.5	3	.4	298	38.5
GS- 5 THRU 8	2,303	1,063	46.2	58	2.5	16	.7	21	.9	1,145	49.7
GS- 9 THRU 11	1,116	248	22.2	29	2.6			21	1.9	818	73.3
GS-12 THRU 13	795	60	7.5	9	1.1			4	.5	722	90.8
GS-14 THRU 15	780	10	1.3	7	.9			4	.5	759	97.3
GS-16 THRU 18	41			1	2.4					40	97.6
TOTAL WAGE SYSTEMS.....	327	175	53.5	107	32.7			1	.3	44	13.5
UP THRU $5,499	9	9	100.0								
$ 5,500 THRU $ 6,999	74	37	50.0	33	44.6			1	1.4	3	4.1
$ 7,000 THRU $ 7,999	76	56	73.7	13	17.1					7	9.2
$ 8,000 THRU $ 8,999	78	40	51.3	31	39.7					7	9.0
$ 9,000 THRU $ 9,999	53	22	41.5	20	37.7					11	20.8
$10,000 THRU $13,999	34	11	32.4	8	23.5					15	44.1
$14,000 THRU $17,999	3			2	66.7					1	33.3
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	14,553	794	5.5	244	1.7	13	.1	130	.9	13,372	91.9
UP THRU $6,499	98	28	28.6	2	2.0			1	1.0	67	68.4
$ 6,500 THRU $ 9,999	2,880	325	11.3	69	2.4	6	.2	34	1.2	2,446	84.9
$10,000 THRU $13,999	3,763	203	5.4	65	1.7	1		40	1.1	3,454	91.8
$14,000 THRU $17,999	2,352	86	3.7	35	1.5	3	.1	17	.7	2,211	94.0
$18,000 THRU $25,999	3,488	101	2.9	59	1.7	2	.1	35	1.0	3,291	94.4
$26,000 AND OVER	1,972	51	2.6	14	.7	1	.1	3	.2	1,903	96.5

1969 MINORITY GROUP STUDY

TABLE 2-3a

DEPARTMENT OF STATE
INCLUDES AGENCY FOR INTERNATIONAL DEVELOPMENT AND PEACE CORPS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	21,889	2,771	12.7	510	2.3	33	.2	203	.9	18,372	83.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,808	1,787	30.8	134	2.3	20	.3	65	1.1	3,802	65.5
GS- 1 THRU 4	813	486	59.8	30	3.7	4	.5	2	.2	291	35.8
GS- 5 THRU 8	2,281	1,008	44.2	63	2.8	15	.7	36	1.6	1,159	50.8
GS- 9 THRU 11	1,062	218	20.5	23	2.2	1	.1	20	1.9	800	75.3
GS-12 THRU 13	817	61	7.5	10	1.2			2	.2	744	91.1
GS-14 THRU 15	797	13	1.6	7	.9			5	.6	772	96.9
GS-16 THRU 18	38	1	2.6	1	2.6					36	94.7
TOTAL WAGE SYSTEMS.....	322	173	53.7	105	32.6			1	.3	43	13.4
UP THRU $5,499	48	18	37.5	28	58.3					2	4.2
$ 5,500 THRU $ 6,999	101	50	49.5	39	38.6			1	1.0	11	10.9
$ 7,000 THRU $ 7,999	88	60	68.2	18	20.5					10	11.4
$ 8,000 THRU $ 8,999	57	31	54.4	16	28.1					10	17.5
$ 9,000 THRU $ 9,999	20	11	55.0	4	20.0					5	25.0
$10,000 THRU $13,999	8	3	37.5							5	62.5
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	15,759	811	5.1	271	1.7	13	.1	137	.9	14,527	92.2
UP THRU $6,499	393	85	21.6	11	2.8	1	.3	5	1.3	291	74.0
$ 6,500 THRU $ 9,999	3,932	363	9.2	99	2.5	7	.2	41	1.0	3,422	87.0
$10,000 THRU $13,999	4,045	153	3.8	68	1.7	2		33	.8	3,789	93.7
$14,000 THRU $17,999	2,383	85	3.6	30	1.3			26	1.1	2,242	94.1
$18,000 THRU $25,999	3,231	93	2.9	50	1.5	1		28	.9	3,059	94.7
$26,000 AND OVER	1,775	32	1.8	13	.7	2	.1	4	.2	1,724	97.1

1970 MINORITY GROUP STUDY

TABLE 2-4

DEPARTMENT OF THE TREASURY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	88,351	13,234	15.0	1,489	1.7	104	.1	596	.7	72,928	82.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	82,318	10,124	12.3	1,263	1.5	98	.1	549	.7	70,284	85.4
GS- 1 THRU 4	18,867	5,156	27.3	398	2.1	33	.2	96	.5	13,184	69.9
GS- 5 THRU 8	23,826	3,467	14.6	422	1.8	30	.1	183	.8	19,724	82.8
GS- 9 THRU 11	19,950	1,007	5.0	286	1.4	20	.1	129	.6	18,508	92.8
GS-12 THRU 13	15,612	434	2.8	144	.9	14	.1	122	.8	14,898	95.4
GS-14 THRU 15	3,720	58	1.6	13	.3	1		19	.5	3,629	97.6
GS-16 THRU 18	343	2	.6							341	99.4
TOTAL WAGE SYSTEMS.....	5,318	3,024	56.9	209	3.9	5	.1	46	.9	2,034	38.2
UP THRU $5,499	163	124	76.1	16	9.8	1	.6			22	13.5
$ 5,500 THRU $ 6,999	1,326	976	73.6	32	2.4					318	24.0
$ 7,000 THRU $ 7,999	1,951	1,370	70.2	59	3.0			17	.9	505	25.9
$ 8,000 THRU $ 8,999	690	295	42.8	82	11.9			13	1.9	300	43.5
$ 9,000 THRU $ 9,999	309	108	35.0	12	3.9	1	.3	11	3.6	177	57.3
$10,000 THRU $13,999	668	136	20.4	7	1.0	3	.4	5	.7	517	77.4
$14,000 THRU $17,999	187	15	8.0	1	.5					171	91.4
$18,000 AND OVER	24									24	100.0
TOTAL OTHER PAY SYSTEMS	715	86	12.0	17	2.4	1	.1	1	.1	610	85.3
UP THRU $6,499											
$ 6,500 THRU $ 9,999	455	76	16.7	11	2.4	1	.2			367	80.7
$10,000 THRU $13,999	167	9	5.4	1	.6					157	94.0
$14,000 THRU $17,999	20			3	15.0			1	5.0	16	80.0
$18,000 THRU $25,999	37			2	5.4					35	94.6
$26,000 AND OVER	36	1	2.8							35	97.2

1969 MINORITY GROUP STUDY

TABLE 2-4a

DEPARTMENT OF THE TREASURY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	85,073	11,930	14.0	1,116	1.3	84	.1	504	.6	71,439	84.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	79,850	9,449	11.8	935	1.2	81	.1	474	.6	68,911	86.3
GS- 1 THRU 4	19,679	4,948	25.1	300	1.5	26	.1	87	.4	14,318	72.8
GS- 5 THRU 8	21,605	3,077	14.2	281	1.3	24	.1	140	.6	18,083	83.7
GS- 9 THRU 11	20,436	1,017	5.0	242	1.2	20	.1	122	.6	19,035	93.1
GS-12 THRU 13	14,402	367	2.5	107	.7	10	.1	110	.8	13,808	95.9
GS-14 THRU 15	3,384	40	1.2	5	.1	1		15	.4	3,323	98.2
GS-16 THRU 18	344									344	100.0
TOTAL WAGE SYSTEMS.....	4,898	2,466	50.3	169	3.5	3	.1	30	.6	2,230	45.5
UP THRU $5,499	376	198	52.7	3	.8					175	46.5
$ 5,500 THRU $ 6,999	2,178	1,524	70.0	51	2.3	1		7	.3	595	27.3
$ 7,000 THRU $ 7,999	1,078	489	45.4	84	7.8			8	.7	497	46.1
$ 8,000 THRU $ 8,999	418	147	35.2	25	6.0	1	.2	13	3.1	232	55.5
$ 9,000 THRU $ 9,999	207	58	28.0	3	1.4					146	70.5
$10,000 THRU $13,999	598	41	6.9	3	.5	1	.2	2	.3	551	92.1
$14,000 THRU $17,999	43	9	20.9							34	79.1
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	325	15	4.6	12	3.7					298	91.7
UP THRU $6,499	1									1	100.0
$ 6,500 THRU $ 9,999	171	14	8.2	1	.6					156	91.2
$10,000 THRU $13,999	58	1	1.7	2	3.4					55	94.8
$14,000 THRU $17,999	22			3	13.6					19	86.4
$18,000 THRU $25,999	40			6	15.0					34	85.0
$26,000 AND OVER	33									33	100.0

1970 MINORITY GROUP STUDY

TABLE 2-5

DEPARTMENT OF DEFENSE SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,009,705	115,462	11.4	41,122	4.1	2,960	.3	11,386	1.1	838,775	83.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	600,044	46,800	7.8	14,187	2.4	1,217	.2	5,814	1.0	532,026	88.7
GS- 1 THRU 4	144,480	20,265	14.0	5,564	3.9	397	.3	1,282	.9	116,972	81.0
GS- 5 THRU 8	178,249	17,177	9.6	4,905	2.8	392	.2	1,640	.9	154,135	86.5
GS- 9 THRU 11	155,711	6,835	4.4	2,886	1.9	294	.2	1,732	1.1	143,964	92.5
GS-12 THRU 13	98,917	2,307	2.3	783	.8	116	.1	1,032	1.0	94,679	95.7
GS-14 THRU 15	21,639	213	1.0	47	.2	18	.1	126	.6	21,235	98.1
GS-16 THRU 18	1,048	3	.3	2	.2			2	.2	1,041	99.3
TOTAL WAGE SYSTEMS.....	404,110	68,494	16.9	26,893	6.7	1,739	.4	5,475	1.4	301,509	74.6
UP THRU $5,499	14,891	7,255	48.7	848	5.7	32	.2	177	1.2	6,579	44.2
$ [illegible]00 THRU $ 6,999	60,275	21,205	35.2	4,517	7.5	202	.3	914	1.5	33,437	55.5
$ 7,000 THRU $ 7,999	78,565	16,532	21.0	7,028	8.9	395	.5	964	1.2	53,646	68.3
$ 8,000 THRU $ 8,999	104,318	13,567	13.0	7,930	7.6	467	.4	1,013	1.0	81,341	78.0
$ 9,000 THRU $ 9,999	86,888	7,523	8.7	4,941	5.7	423	.5	1,519	1.7	72,482	83.4
$10,000 THRU $13,999	54,115	2,328	4.3	1,583	2.9	197	.4	830	1.5	49,177	90.9
$14,000 THRU $17,999	4,240	76	1.8	41	1.0	22	.5	53	1.3	4,048	95.5
$18,000 AND OVER	818	8	1.0	5	.6	1	.1	5	.6	799	97.7
TOTAL OTHER PAY SYSTEMS	5,551	168	3.0	42	.8	4	.1	97	1.7	5,240	94.4
UP THRU $6,499	149	18	12.1	3	2.0	1	.7	2	1.3	125	83.9
$ 6,500 THRU $ 9,999	3,991	136	3.4	31	.8	2	.1	75	1.9	3,747	93.9
$10,000 THRU $13,999	522	12	2.3	3	.6	1	.2	10	1.9	496	95.0
$14,000 THRU $17,999	208	1	.5	3	1.4			4	1.9	200	96.2
$18,000 THRU $25,999	248	1	.4	2	.8			1	.4	244	98.4
$26,000 AND OVER	433							5	1.2	428	98.8

1969 MINORITY GROUP STUDY

TABLE 2-5a

DEPARTMENT OF DEFENSE SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS A/	1,089,688	125,124	11.5	43,288	4.0	3,122	.3	11,877	1.1	906,277	83.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	636,943	49,620	7.8	14,508	2.3	1,201	.2	5,986	.9	565,628	88.8
GS- 1 THRU 4	163,278	22,480	13.8	6,018	3.7	398	.2	1,360	.8	133,022	81.5
GS- 5 THRU 8	186,564	17,761	9.5	4,858	2.6	373	.2	1,683	.9	161,889	86.8
GS- 9 THRU 11	163,350	6,938	4.2	2,836	1.7	302	.2	1,816	1.1	151,458	92.7
GS-12 THRU 13	100,942	2,260	2.2	750	.7	110	.1	1,011	1.0	96,811	95.9
GS-14 THRU 15	21,716	178	.8	45	.2	17	.1	114	.5	21,362	98.4
GS-16 THRU 18	1,093	3	.3	1	.1	1	.1	2	.2	1,086	99.4
TOTAL WAGE SYSTEMS.....	447,257	75,322	16.8	28,738	6.4	1,917	.4	5,762	1.3	335,518	75.0
UP THRU $5,499	34,898	13,799	39.5	3,135	9.0	84	.2	473	1.4	17,407	49.9
$ 5,500 THRU $ 6,999	113,046	30,899	27.3	8,659	7.7	498	.4	1,321	1.2	71,669	63.4
$ 7,000 THRU $ 7,999	122,301	16,936	13.8	9,146	7.5	691	.6	1,284	1.0	94,244	77.1
$ 8,000 THRU $ 8,999	97,893	9,084	9.3	5,390	5.5	373	.4	1,340	1.4	81,706	83.5
$ 9,000 THRU $ 9,999	40,894	3,075	7.5	1,599	3.9	167	.4	740	1.8	35,313	86.4
$10,000 THRU $13,999	35,052	1,421	4.1	775	2.2	97	.3	582	1.7	32,177	91.8
$14,000 THRU $17,999	2,415	96	4.0	28	1.2	7	.3	19	.8	2,265	93.8
$18,000 AND OVER	758	12	1.6	6	.8			3	.4	737	97.2
TOTAL OTHER PAY SYSTEMS	5,488	182	3.3	42	.8	4	.1	129	2.4	5,131	93.5
UP THRU $6,499	689	37	5.4	5	.7	1	.1	6	.9	640	92.9
$ 6,500 THRU $ 9,999	3,583	143	4.0	31	.9	2	.1	107	3.0	3,300	92.1
$10,000 THRU $13,999	448	1	.2	4	.9	1	.2	9	2.0	433	96.7
$14,000 THRU $17,999	214			2	.9			2	.9	210	98.1
$18,000 THRU $25,999	175	1	.6							174	99.4
$26,000 AND OVER	379							5	1.3	374	98.7

A/ TOTAL ALL PAY SYSTEMS INCLUDE ARMY AND AIR NATIONAL GUARD EMPLOYMENT AS FOLLOWS: TOTAL (39,894); NEGRO (720); SPANISH SURNAMED (897); AMERICAN INDIAN (53); AND ORIENTAL (93). AS AUTHORIZED BY PUBLIC LAW 90-486, NATIONAL GUARD PERSONNEL WERE TRANSFERRED FROM STATE TO FEDERAL CIVILIAN EMPLOYEE STATUS IN JANUARY 1969.

1970 MINORITY GROUP STUDY TABLE 2-6

OFFICE OF THE SECRETARY OF DEFENSE AND OTHER DEFENSE ACTIVITIES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	12,084	776	6.4	508	4.2	28	.2	131	1.1	10,641	88.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	11,374	706	6.2	273	2.4	17	.1	127	1.1	10,251	90.1
GS- 1 THRU 4	1,025	123	12.0	104	10.1	3	.3	8	.8	787	76.8
GS- 5 THRU 8	3,297	378	11.5	102	3.1	7	.2	30	.9	2,780	84.3
GS- 9 THRU 11	2,780	139	5.0	47	1.7	3	.1	46	1.7	2,545	91.5
GS-12 THRU 13	2,564	55	2.1	17	.7	2	.1	29	1.1	2,461	96.0
GS-14 THRU 15	1,492	9	.6	2	.1	2	.1	13	.9	1,466	98.3
GS-16 THRU 18	216	2	.9	1	.5			1	.5	212	98.1
TOTAL WAGE SYSTEMS.....	603	70	11.6	235	39.0	11	1.8	3	.5	284	47.1
UP THRU $5,499	19			12	63.2	5	26.3			2	10.5
$ 5,500 THRU $ 6,999	129	10	7.8	87	67.4	2	1.6			30	23.3
$ 7,000 THRU $ 7,999	101	33	32.7	41	40.6					27	26.7
$ 8,000 THRU $ 8,999	146	2	1.4	62	42.5	3	2.1	2	1.4	77	52.7
$ 9,000 THRU $ 9,999	92	13	14.1	24	26.1	1	1.1			54	58.7
$10,000 THRU $13,999	104	10	9.6	9	8.7			1	1.0	84	80.8
$14,000 THRU $17,999	12	2	16.7							10	83.3
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	107							1	.9	106	99.1
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER	106							1	.9	105	99.1

1969 MINORITY GROUP STUDY TABLE 2-6a

OFFICE OF THE SECRETARY OF DEFENSE AND OTHER DEFENSE ACTIVITIES

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	12,752	807	6.3	545	4.3	42	.3	141	1.1	11,217	88.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	11,952	722	6.0	283	2.4	26	.2	138	1.2	10,783	90.2
GS- 1 THRU 4	1,218	147	12.1	120	9.9	8	.7	9	.7	934	76.7
GS- 5 THRU 8	3,520	379	10.8	103	2.9	9	.3	36	1.0	2,993	85.0
GS- 9 THRU 11	2,927	138	4.7	43	1.5	5	.2	48	1.6	2,693	92.0
GS-12 THRU 13	2,575	50	1.9	13	.5	3	.1	32	1.2	2,477	96.2
GS-14 THRU 15	1,475	6	.4	4	.3	1	.1	12	.8	1,452	98.4
GS-16 THRU 18	237	2	.8					1	.4	234	98.7
TOTAL WAGE SYSTEMS.....	709	85	12.0	262	37.0	16	2.3	2	.3	344	48.5
UP THRU $5,499	60	8	13.3	39	65.0	8	13.3			5	8.3
$ 5,500 THRU $ 6,999	184	27	14.7	98	53.3	5	2.7			54	29.3
$ 7,000 THRU $ 7,999	159	26	16.4	56	35.2	1	.6	1	.6	75	47.2
$ 8,000 THRU $ 8,999	156	13	8.3	58	37.2	1	.6			84	53.8
$ 9,000 THRU $ 9,999	56	3	5.4	6	10.7	1	1.8			46	82.1
$10,000 THRU $13,999	92	7	7.6	5	5.4			1	1.1	79	85.9
$14,000 THRU $17,999	2	1	50.0							1	50.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	91							1	1.1	90	98.9
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999	9									9	100.0
$26,000 AND OVER	81							1	1.2	80	98.8

1970 MINORITY GROUP STUDY

. TABLE 2-7

DEPARTMENT OF THE ARMY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	359,754	41,265	11.5	13,105	3.6	865	.2	3,430	1.0	301,089	83.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	237,914	20,706	8.7	5,124	2.2	398	.2	2,445	1.0	209,241	87.9
GS- 1 THRU 4	56,362	9,191	16.3	1,938	3.4	131	.2	465	.8	44,637	79.2
GS- 5 THRU 8	76,778	7,614	9.9	1,841	2.4	145	.2	717	.9	66,461	86.6
GS- 9 THRU 11	57,704	2,909	5.0	983	1.7	76	.1	768	1.3	52,968	91.8
GS-12 THRU 13	38,872	911	2.3	339	.9	42	.1	445	1.1	37,135	95.5
GS-14 THRU 15	7,883	80	1.0	23	.3	4	.1	50	.6	7,726	98.0
GS-16 THRU 18	315	1	.3							314	99.7
TOTAL WAGE SYSTEMS.....	120,260	20,514	17.1	7,975	6.6	467	.4	973	.8	90,331	75.1
UP THRU $5,499	4,329	2,478	57.2	315	7.3	15	.3	11	.3	1,510	34.9
$ 5,500 THRU $ 6,999	22,616	7,266	32.1	1,696	7.5	90	.4	131	.6	13,433	59.4
$ 7,000 THRU $ 7,999	28,328	5,349	18.9	2,215	7.8	114	.4	191	.7	20,459	72.2
$ 8,000 THRU $ 8,999	30,324	3,123	10.3	2,103	6.9	147	.5	154	.5	24,797	81.8
$ 9,000 THRU $ 9,999	19,039	1,512	7.9	1,218	6.4	63	.3	199	1.0	16,047	84.3
$10,000 THRU $13,999	13,895	742	5.3	413	3.0	33	.2	265	1.9	12,442	89.5
$14,000 THRU $17,999	1,521	41	2.7	13	.9	5	.3	21	1.4	1,441	94.7
$18,000 AND OVER	208	3	1.4	2	1.0			1	.5	202	97.1
TOTAL OTHER PAY SYSTEMS	1,580	45	2.8	6	.4			12	.8	1,517	96.0
UP THRU $6,499	8	2	25.0							6	75.0
$ 6,500 THRU $ 9,999	1,373	40	2.9	4	.3			8	.6	1,321	96.2
$10,000 THRU $13,999	132	3	2.3					4	3.0	125	94.7
$14,000 THRU $17,999	6									6	100.0
$18,000 THRU $25,999	21			2	9.5					19	90.5
$26,000 AND OVER	40									40	100.0

1969 MINORITY GROUP STUDY

TABLE 2-7a

DEPARTMENT OF THE ARMY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS a/	389,876	45,504	11.7	13,865	3.5	884	.2	3,602	.9	326,021	83.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	255,569	22,266	8.7	5,355	2.1	380	.1	2,562	1.0	225,006	88.0
GS- 1 THRU 4	64,580	10,137	15.7	2,242	3.5	128	.2	481	.7	51,592	79.9
GS- 5 THRU 8	80,373	8,132	10.1	1,785	2.2	139	.2	741	.9	69,576	86.6
GS- 9 THRU 11	61,913	3,010	4.9	990	1.6	74	.1	854	1.4	56,985	92.0
GS-12 THRU 13	40,351	919	2.3	319	.8	34	.1	444	1.1	38,635	95.7
GS-14 THRU 15	8,020	68	.8	19	.2	5	.1	42	.5	7,886	98.3
GS-16 THRU 18	332									332	100.0
TOTAL WAGE SYSTEMS.....	133,219	23,204	17.4	8,504	6.4	504	.4	1,030	.8	99,977	75.0
UP THRU $5,499	8,491	4,419	52.0	715	8.4	43	.5	24	.3	3,290	38.7
$ 5,500 THRU $ 6,999	38,349	10,384	27.1	2,647	6.9	149	.4	235	.6	24,934	65.0
$ 7,000 THRU $ 7,999	35,486	4,804	13.5	2,322	6.5	151	.4	197	.6	28,012	78.9
$ 8,000 THRU $ 8,999	27,105	2,106	7.8	1,993	7.4	97	.4	193	.7	22,716	83.8
$ 9,000 THRU $ 9,999	11,597	732	6.3	504	4.3	38	.3	131	1.1	10,192	87.9
$10,000 THRU $13,999	10,634	668	6.3	304	2.9	21	.2	241	2.3	9,400	88.4
$14,000 THRU $17,999	1,130	82	7.3	15	1.3	5	.4	7	.6	1,021	90.4
$18,000 AND OVER	427	9	2.1	4	.9			2	.5	412	96.5
TOTAL OTHER PAY SYSTEMS	1,088	34	3.1	6	.6			10	.9	1,038	95.4
UP THRU $6,499	134	9	6.7							125	93.3
$ 6,500 THRU $ 9,999	793	25	3.2	6	.8			7	.9	755	95.2
$10,000 THRU $13,999	99							3	3.0	96	97.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	23									23	100.0
$26,000 AND OVER	37									37	100.0

a/ TOTAL ALL PAY SYSTEMS INCLUDE NATIONAL GUARD EMPLOYMENT AS FOLLOWS: TOTAL (23,111); NEGRO (584); SPANISH SURNAMED (496) AMERICAN INDIAN (35); AND ORIENTAL (52). AS AUTHORIZED BY PUBLIC LAW 90-486, NATIONAL GUARD PERSONNEL WERE TRANSFERRED FROM STATE TO FEDERAL CIVILIAN EMPLOYEE STATUS IN JANUARY 1969.

1970 MINORITY GROUP STUDY

TABLE 2-8

DEPARTMENT OF THE NAVY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	318,913	43,788	13.7	7,298	2.3	824	.3	5,677	1.8	261,326	81.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	158,986	12,714	8.0	2,016	1.3	278	.2	2,036	1.3	141,942	89.3
GS- 1 THRU 4	43,164	5,887	13.6	833	1.9	107	.2	534	1.2	35,803	82.9
GS- 5 THRU 8	41,277	4,597	11.1	566	1.4	79	.2	529	1.3	35,506	86.0
GS- 9 THRU 11	39,780	1,561	3.9	460	1.2	61	.2	552	1.4	37,146	93.4
GS-12 THRU 13	27,576	606	2.2	149	.5	26	.1	384	1.4	26,411	95.8
GS-14 THRU 15	6,865	63	.9	8	.1	5	.1	37	.5	6,752	98.4
GS-16 THRU 18	324									324	100.0
TOTAL WAGE SYSTEMS.....	158,364	31,021	19.6	5,264	3.3	545	.3	3,631	2.3	117,903	74.5
UP THRU $5,499	7,012	2,504	35.7	345	4.9	5	.1	143	2.0	4,015	57.3
$ 5,500 THRU $ 6,999	21,584	9,219	42.7	511	2.4	31	.1	711	3.3	11,112	51.5
$ 7,000 THRU $ 7,999	25,732	6,782	26.4	933	3.6	135	.5	619	2.4	17,263	67.1
$ 8,000 THRU $ 8,999	41,266	7,238	17.5	1,347	3.3	146	.4	653	1.6	31,882	77.3
$ 9,000 THRU $ 9,999	37,991	4,296	11.3	1,666	4.4	163	.4	1,078	2.8	30,788	81.0
$10,000 THRU $13,999	23,093	970	4.2	444	1.9	60	.3	414	1.8	21,205	91.8
$14,000 THRU $17,999	1,281	10	.8	15	1.2	5	.4	9	.7	1,242	97.0
$18,000 AND OVER	405	2	.5	3	.7			4	1.0	396	97.8
TOTAL OTHER PAY SYSTEMS	1,563	53	3.4	18	1.2	1	.1	10	.6	1,481	94.8
UP THRU $6,499	97	12	12.4	3	3.1			1	1.0	81	83.5
$ 6,500 THRU $ 9,999	627	34	5.4	10	1.6			3	.5	580	92.5
$10,000 THRU $13,999	260	5	1.9	2	.8	1	.4	1	.4	251	96.5
$14,000 THRU $17,999	195	1	.5	3	1.5			4	2.1	187	95.9
$18,000 THRU $25,999	226	1	.4					1	.4	224	99.1
$26,000 AND OVER	158									158	100.0

1969 MINORITY GROUP STUDY

TABLE 2-8a

DEPARTMENT OF THE NAVY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	349,472	47,390	13.6	7,819	2.2	911	.3	5,842	1.7	287,510	82.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	167,294	13,391	8.0	2,038	1.2	254	.2	2,043	1.2	149,568	89.4
GS- 1 THRU 4	48,846	6,619	13.6	899	1.8	99	.2	571	1.2	40,658	83.2
GS- 5 THRU 8	43,513	4,598	10.6	562	1.3	71	.2	530	1.2	37,752	86.8
GS- 9 THRU 11	40,462	1,539	3.8	424	1.0	60	.1	546	1.3	37,893	93.7
GS-12 THRU 13	27,430	583	2.1	147	.5	19	.1	360	1.3	26,321	96.0
GS-14 THRU 15	6,721	51	.8	6	.1	4	.1	36	.5	6,624	98.6
GS-16 THRU 18	322	1	.3			1	.3			320	99.4
TOTAL WAGE SYSTEMS.....	180,574	33,952	18.8	5,762	3.2	656	.4	3,789	2.1	136,415	75.5
UP THRU $5,499	18,303	5,738	31.4	656	3.6	12	.1	395	2.2	11,502	62.8
$ 5,500 THRU $ 6,999	39,189	12,440	31.7	860	2.2	119	.3	891	2.3	24,879	63.5
$ 7,000 THRU $ 7,999	46,549	8,084	17.4	1,655	3.6	238	.5	883	1.9	35,689	76.7
$ 8,000 THRU $ 8,999	43,267	5,379	12.4	1,655	3.8	173	.4	877	2.0	35,183	81.3
$ 9,000 THRU $ 9,999	17,721	1,816	10.2	681	3.8	76	.4	509	2.9	14,639	82.6
$10,000 THRU $13,999	14,602	489	3.3	246	1.7	38	.3	227	1.6	13,602	93.2
$14,000 THRU $17,999	716	4	.6	7	1.0			6	.8	699	97.6
$18,000 AND OVER	227	2	.9	2	.9			1	.4	222	97.8
TOTAL OTHER PAY SYSTEMS	1,604	47	2.9	19	1.2	1	.1	10	.6	1,527	95.2
UP THRU $6,499	254	6	2.4	4	1.6			1	.4	243	95.7
$ 6,500 THRU $ 9,999	596	39	6.5	10	1.7			3	.5	544	91.3
$10,000 THRU $13,999	279	1	.4	3	1.1	1	.4	4	1.4	270	96.8
$14,000 THRU $17,999	206			2	1.0			2	1.0	202	98.1
$18,000 THRU $25,999	143	1	.7							142	99.3
$26,000 AND OVER	126									126	100.0

1970 MINORITY GROUP STUDY

TABLE 2-9

DEPARTMENT OF THE AIR FORCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	267,451	19,519	7.3	19,399	7.3	1,179	.4	1,905	.7	225,449	84.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	151,217	6,988	4.6	6,431	4.3	478	.3	1,026	.7	136,294	90.1
GS- 1 THRU 4	35,263	2,774	7.9	2,581	7.3	143	.4	237	.7	29,528	83.7
GS- 5 THRU 8	47,324	2,547	5.4	2,303	4.9	151	.3	299	.6	42,024	88.8
GS- 9 THRU 11	40,353	1,129	2.8	1,284	3.2	136	.3	313	.8	37,491	92.9
GS-12 THRU 13	23,650	497	2.1	248	1.0	41	.2	151	.6	22,713	96.0
GS-14 THRU 15	4,455	41	.9	14	.3	7	.2	25	.6	4,368	98.0
GS-16 THRU 18	172			1	.6			1	.6	170	98.8
TOTAL WAGE SYSTEMS.....	113,933	12,461	10.9	12,950	11.4	698	.6	805	.7	87,019	76.4
UP THRU $5,499	2,167	1,098	50.7	173	8.0	7	.3	22	1.0	867	40.0
$ 5,500 THRU $ 6,999	11,790	2,780	23.6	2,066	17.5	73	.6	61	.5	6,810	57.8
$ 7,000 THRU $ 7,999	21,685	3,659	16.9	3,614	16.7	138	.6	117	.5	14,157	65.3
$ 8,000 THRU $ 8,999	31,105	2,793	9.0	4,370	14.0	168	.5	193	.6	23,581	75.8
$ 9,000 THRU $ 9,999	29,163	1,593	5.5	2,025	6.9	195	.7	240	.8	25,110	86.1
$10,000 THRU $13,999	16,402	512	3.1	689	4.2	104	.6	149	.9	14,948	91.1
$14,000 THRU $17,999	1,416	23	1.6	13	.9	12	.8	23	1.6	1,345	95.0
$18,000 AND OVER	205	3	1.5			1	.5			201	98.0
TOTAL OTHER PAY SYSTEMS	2,301	70	3.0	18	.8	3	.1	74	3.2	2,136	92.8
UP THRU $6,499	44	4	9.1			1	2.3	1	2.3	38	86.4
$ 6,500 THRU $ 9,999	1,991	62	3.1	17	.9	2	.1	64	3.2	1,846	92.7
$10,000 THRU $13,999	130	4	3.1	1	.8			5	3.8	120	92.3
$14,000 THRU $17,999	7									7	100.0
$18,000 THRU $25,999											
$26,000 AND OVER	129							4	3.1	125	96.9

1969 MINORITY GROUP STUDY

TABLE 2-9a

DEPARTMENT OF THE AIR FORCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS a/	281,710	20,701	7.3	20,193	7.2	1,220	.4	2,043	.7	237,553	84.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	158,102	7,251	4.6	6,472	4.1	494	.3	1,062	.7	142,823	90.3
GS- 1 THRU 4	38,474	2,972	7.7	2,636	6.9	151	.4	255	.7	32,460	84.4
GS- 5 THRU 8	48,841	2,606	5.3	2,311	4.7	144	.3	319	.7	43,461	89.0
GS- 9 THRU 11	41,917	1,153	2.8	1,265	3.0	143	.3	313	.7	39,043	93.1
GS-12 THRU 13	24,151	485	2.0	244	1.0	50	.2	151	.6	23,221	96.1
GS-14 THRU 15	4,541	35	.8	15	.3	6	.1	23	.5	4,462	98.3
GS-16 THRU 18	178			1	.6			1	.6	176	98.9
TOTAL WAGE SYSTEMS.....	120,903	13,349	11.0	13,704	11.3	723	.6	873	.7	92,254	76.3
UP THRU $5,499	6,218	2,090	33.6	1,722	27.7	21	.3	52	.8	2,333	37.5
$ 5,500 THRU $ 6,999	29,246	5,769	19.7	4,708	16.1	214	.7	162	.6	18,393	62.9
$ 7,000 THRU $ 7,999	37,862	3,383	8.9	5,000	13.2	298	.8	174	.5	29,007	76.6
$ 8,000 THRU $ 8,999	26,550	1,433	5.4	1,671	6.3	99	.4	268	1.0	23,079	86.9
$ 9,000 THRU $ 9,999	11,027	442	4.0	393	3.6	51	.5	99	.9	10,042	91.1
$10,000 THRU $13,999	9,332	222	2.4	204	2.2	38	.4	112	1.2	8,756	93.8
$14,000 THRU $17,999	564	9	1.6	6	1.1	2	.4	6	1.1	541	95.9
$18,000 AND OVER	104	1	1.0							103	99.0
TOTAL OTHER PAY SYSTEMS	2,705	101	3.7	17	.6	3	.1	108	4.0	2,476	91.5
UP THRU $6,499	301	22	7.3	1	.3	1	.3	5	1.7	272	90.4
$ 6,500 THRU $ 9,999	2,194	79	3.6	15	.7	2	.1	97	4.4	2,001	91.2
$10,000 THRU $13,999	69			1	1.4			2	2.9	66	95.7
$14,000 THRU $17,999	6									6	100.0
$18,000 THRU $25,999											
$26,000 AND OVER	135							4	3.0	131	97.0

a/ TOTAL ALL PAY SYSTEMS INCLUDE NATIONAL GUARD EMPLOYMENT AS FOLLOWS: TOTAL (16,783); NEGRO (136); SPANISH SURNAMED (401); AMERICAN INDIAN (18); AND ORIENTAL (31). AS AUTHORIZED BY PUBLIC LAW 90-486, NATIONAL GUARD PERSONNEL WERE TRANSFERRED FROM STATE TO FEDERAL CIVILIAN EMPLOYEE STATUS IN JANUARY 1969.

1970 MINORITY GROUP STUDY

TABLE 2-10

DEFENSE SUPPLY AGENCY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	51,503	10,114	19.6	812	1.6	64	.1	243	.5	40,270	78.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	40,553	5,686	14.0	343	.8	46	.1	180	.4	34,298	84.6
GS- 1 THRU 4	8,666	2,290	26.4	108	1.2	13	.2	38	.4	6,217	71.7
GS- 5 THRU 8	9,573	2,041	21.3	93	1.0	10	.1	65	.7	7,364	76.9
GS- 9 THRU 11	15,094	1,097	7.3	112	.7	18	.1	53	.4	13,814	91.5
GS-12 THRU 13	6,255	238	3.8	30	.5	5	.1	23	.4	5,959	95.3
GS-14 THRU 15	944	20	2.1					1	.1	923	97.8
GS-16 THRU 18	21									21	100.0
TOTAL WAGE SYSTEMS.....	10,950	4,428	40.4	469	4.3	18	.2	63	.6	5,972	54.5
UP THRU $5,499	1,364	1,175	86.1	3	.2			1	.1	185	13.6
$ 5,500 THRU $ 6,999	4,156	1,930	46.4	157	3.8	6	.1	11	.3	2,052	49.4
$ 7,000 THRU $ 7,999	2,719	709	26.1	225	8.3	8	.3	37	1.4	1,740	64.0
$ 8,000 THRU $ 8,999	1,477	411	27.8	48	3.2	3	.2	11	.7	1,004	68.0
$ 9,000 THRU $ 9,999	603	109	18.1	8	1.3	1	.2	2	.3	483	80.1
$10,000 THRU $13,999	621	94	15.1	28	4.5			1	.2	498	80.2
$14,000 THRU $17,999	10									10	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

1969 MINORITY GROUP STUDY TABLE 2-10a

DEFENSE SUPPLY AGENCY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	55,878	10,722	19.2	866	1.5	65	.1	249	.4	43,976	78.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	44,026	5,990	13.6	360	.8	47	.1	181	.4	37,448	85.1
GS- 1 THRU 4	10,160	2,605	25.6	121	1.2	12	.1	44	.4	7,378	72.6
GS- 5 THRU 8	10,317	2,046	19.8	97	.9	10	.1	57	.6	8,107	78.6
GS- 9 THRU 11	16,131	1,098	6.8	114	.7	20	.1	55	.3	14,844	92.0
GS-12 THRU 13	6,435	223	3.5	27	.4	4	.1	24	.4	6,157	95.7
GS-14 THRU 15	959	18	1.9	1	.1	1	.1	1	.1	938	97.8
GS-16 THRU 18	24									24	100.0
TOTAL WAGE SYSTEMS.....	11,852	4,732	39.9	506	4.3	18	.2	68	.6	6,528	55.1
UP THRU $5,499	1,826	1,544	84.6	3	.2			2	.1	277	15.2
$ 5,500 THRU $ 6,999	6,078	2,279	37.5	346	5.7	11	.2	33	.5	3,409	56.1
$ 7,000 THRU $ 7,999	2,245	639	28.5	113	5.0	3	.1	29	1.3	1,461	65.1
$ 8,000 THRU $ 8,999	815	153	18.8	13	1.6	3	.4	2	.2	644	79.0
$ 9,000 THRU $ 9,999	493	82	16.6	15	3.0	1	.2	1	.2	394	79.9
$10,000 THRU $13,999	392	35	8.9	16	4.1			1	.3	340	86.7
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 2-11

DEPARTMENT OF JUSTICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	39,373	3,737	9.5	953	2.4	44	.1	154	.4	34,485	87.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	36,947	3,550	9.6	878	2.4	42	.1	144	.4	32,333	87.5
GS- 1 THRU 4	8,497	1,901	22.4	295	3.5	8	.1	42	.5	6,251	73.6
GS- 5 THRU 8	11,916	1,287	10.8	413	3.5	16	.1	59	.5	10,141	85.1
GS- 9 THRU 11	7,878	227	2.9	121	1.5	11	.1	30	.4	7,489	95.1
GS-12 THRU 13	6,432	98	1.5	38	.6	5	.1	13	.2	6,278	97.6
GS-14 THRU 15	1,911	33	1.7	9	.5	1	.1			1,868	97.7
GS-16 THRU 18	313	4	1.3	2	.6	1	.3			306	97.8
TOTAL WAGE SYSTEMS.....	1,390	122	8.8	51	3.7	1	.1	5	.4	1,211	87.1
UP THRU $5,499	14	5	35.7	1	7.1					8	57.1
$ 5,500 THRU $ 6,999	87	32	36.8	9	10.3					46	52.9
$ 7,000 THRU $ 7,999	91	36	39.6	11	12.1					44	48.4
$ 8,000 THRU $ 8,999	117	20	17.1	16	13.7			2	1.7	79	67.5
$ 9,000 THRU $ 9,999	108	8	7.4	3	2.8			1	.9	96	88.9
$10,000 THRU $13,999	954	21	2.2	11	1.2	1	.1	2	.2	919	96.3
$14,000 THRU $17,999	18									18	100.0
$18,000 AND OVER	1									1	100.0
TOTAL OTHER PAY SYSTEMS	1,036	65	6.3	24	2.3	1	.1	5	.5	941	90.8
UP THRU $6,499	55	27	49.1	18	32.7	1	1.8	2	3.6	7	12.7
$ 6,500 THRU $ 9,999	6									6	100.0
$10,000 THRU $13,999	178	7	3.9	2	1.1					169	94.9
$14,000 THRU $17,999	356	13	3.7	2	.6					341	95.8
$18,000 THRU $25,999	317	16	5.0	1	.3			2	.6	298	94.0
$26,000 AND OVER	124	2	1.6	1	.8			1	.8	120	96.8

1969 MINORITY GROUP STUDY

TABLE 2-11a

DEPARTMENT OF JUSTICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	35,577	2,912	8.2	760	2.1	46	.1	132	.4	31,727	89.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	33,323	2,762	8.3	710	2.1	45	.1	123	.4	29,683	89.1
GS- 1 THRU 4	7,303	1,523	20.9	255	3.5	10	.1	41	.6	5,474	75.0
GS- 5 THRU 8	11,141	960	8.6	332	3.0	17	.2	45	.4	9,787	87.8
GS- 9 THRU 11	6,790	173	2.5	82	1.2	10	.1	29	.4	6,496	95.7
GS-12 THRU 13	6,054	73	1.2	35	.6	5	.1	8	.1	5,933	98.0
GS-14 THRU 15	1,776	30	1.7	5	.3	2	.1			1,739	97.9
GS-16 THRU 18	259	3	1.2	1	.4	1	.4			254	98.1
TOTAL WAGE SYSTEMS.....	1,333	117	8.8	46	3.5	1	.1	6	.5	1,163	87.2
UP THRU $5,499	34	10	29.4	5	14.7					19	55.9
$ 5,500 THRU $ 6,999	98	40	40.8	10	10.2			1	1.0	47	48.0
$ 7,000 THRU $ 7,999	99	29	29.3	12	12.1					58	58.6
$ 8,000 THRU $ 8,999	124	16	12.9	9	7.3			3	2.4	96	77.4
$ 9,000 THRU $ 9,999	280	8	2.9	3	1.1			1	.4	268	95.7
$10,000 THRU $13,999	696	14	2.0	7	1.0	1	.1	1	.1	673	96.7
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	921	33	3.6	4	.4			3	.3	881	95.7
UP THRU $6,499	45	3	6.7							42	93.3
$ 6,500 THRU $ 9,999	10									10	100.0
$10,000 THRU $13,999	239	6	2.5	1	.4					232	97.1
$14,000 THRU $17,999	287	12	4.2	2	.7			2	.7	271	94.4
$18,000 THRU $25,999	257	10	3.9							247	96.1
$26,000 AND OVER	83	2	2.4	1	1.2			1	1.2	79	95.2

1970 MINORITY GROUP STUDY

TABLE 2-12

POST OFFICE DEPARTMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	716,812	139,283	19.4	19,063	2.7	1,273	.2	4,250	.6	552,943	77.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,775	498	17.9	18	.6	2	.1	18	.6	2,239	80.7
GS- 1 THRU 4	213	134	62.9	1	.5			2	.9	76	35.7
GS- 5 THRU 8	694	230	33.1	7	1.0	1	.1	1	.1	455	65.6
GS- 9 THRU 11	458	61	13.3	2	.4			4	.9	391	85.4
GS-12 THRU 13	689	51	7.4	7	1.0			8	1.2	623	90.4
GS-14 THRU 15	629	20	3.2	1	.2	1	.2	3	.5	604	96.0
GS-16 THRU 18	92	2	2.2							90	97.8
TOTAL WAGE SYSTEMS.....	46	31	67.4							15	32.6
UP THRU $5,499											
$ 5,500 THRU $ 6,999	7	6	85.7							1	14.3
$ 7,000 THRU $ 7,999	8	7	87.5							1	12.5
$ 8,000 THRU $ 8,999	6	3	50.0							3	50.0
$ 9,000 THRU $ 9,999	8	6	75.0							2	25.0
$10,000 THRU $13,999	16	9	56.3							7	43.8
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	713,979	138,753	19.4	19,045	2.7	1,271	.2	4,232	.6	550,678	77.1
PFS- 1 THRU 5*	603,968	124,549	20.6	17,124	2.8	1,056	.2	3,485	.6	457,754	75.8
PFS- 6 THRU 9	88,597	13,176	14.9	1,730	2.0	185	.2	662	.7	72,844	82.2
PFS-10 THRU 12	16,028	771	4.8	150	.9	27	.2	66	.4	15,014	93.7
PFS-13 THRU 16	4,813	241	5.0	37	.8	3	.1	18	.4	4,514	93.8
PFS-17 THRU 19	534	14	2.6	4	.7			1	.2	515	96.4
PFS-20 THRU 21	39	2	5.1							37	94.9
TOTAL OTHER PAY SYSTEMS	12	1	8.3							11	91.7
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999											
$26,000 AND OVER	11	1	9.1							10	90.9

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 2-12a

POST OFFICE DEPARTMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	702,742	136,775	19.5	17,506	2.5	1,185	.2	3,962	.6	543,314	77.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,379	422	17.7	12	.5	3	.1	15	.6	1,927	81.0
GS- 1 THRU 4	192	107	55.7					2	1.0	83	43.2
GS- 5 THRU 8	646	209	32.4	4	.6	1	.2	1	.2	431	66.7
GS- 9 THRU 11	416	51	12.3	1	.2			2	.5	362	87.0
GS-12 THRU 13	552	35	6.3	5	.9			7	1.3	505	91.5
GS-14 THRU 15	501	19	3.8	2	.4	2	.4	2	.4	476	95.0
GS-16 THRU 18	72	1	1.4					1	1.4	70	97.2
TOTAL WAGE SYSTEMS.....	44	30	68.2							14	31.8
UP THRU $5,499	2	2	100.0								
$ 5,500 THRU $ 6,999	7	7	100.0								
$ 7,000 THRU $ 7,999	11	8	72.7							3	27.3
$ 8,000 THRU $ 8,999	10	7	70.0							3	30.0
$ 9,000 THRU $ 9,999	6	4	66.7							2	33.3
$10,000 THRU $13,999	8	2	25.0							6	75.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	700,304	136,322	19.5	17,494	2.5	1,182	.2	3,947	.6	541,359	77.3
PFS- 1 THRU 5*	595,654	124,173	20.8	15,847	2.7	992	.2	3,312	.6	451,330	75.8
PFS- 6 THRU 9	84,311	11,343	13.5	1,485	1.8	165	.2	575	.7	70,743	83.9
PFS-10 THRU 12	15,359	623	4.1	127	.8	22	.1	44	.3	14,543	94.7
PFS-13 THRU 16	4,509	170	3.8	33	.7	3	.1	15	.3	4,288	95.1
PFS-17 THRU 19	432	11	2.5	2	.5			1	.2	418	96.8
PFS-20 THRU 21	39	2	5.1							37	94.9
TOTAL OTHER PAY SYSTEMS	15	1	6.7							14	93.3
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER	13	1	7.7							12	92.3

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

a/ PUBLIC LAW 90-206 (DECEMBER 16, 1967) AUTHORIZED AN INCREASE FROM 20 TO 21 LEVELS IN THE POSTAL FIELD SERVICE. THE EQUIVALENT GROUPINGS FOR 1967 WERE PFS 1-4, 5-8, 9-11, ETC.

1970 MINORITY GROUP STUDY

TABLE 2-13

DEPARTMENT OF THE INTERIOR

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	63,354	3,144	5.0	1,263	2.0	9,107	14.4	414	.7	49,426	78.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	50,725	2,020	4.0	861	1.7	6,431	12.7	390	.8	41,023	80.9
GS- 1 THRU 4	9,270	562	6.1	282	3.0	3,595	38.8	36	.4	4,795	51.7
GS- 5 THRU 8	13,258	844	6.4	297	2.2	1,609	12.1	99	.7	10,409	78.5
GS- 9 THRU 11	15,134	506	3.3	204	1.3	871	5.8	140	.9	13,413	88.6
GS-12 THRU 13	9,677	83	.9	62	.6	270	2.8	90	.9	9,172	94.8
GS-14 THRU 15	3,190	24	.8	15	.5	83	2.6	22	.7	3,046	95.5
GS-16 THRU 18	196	1	.5	1	.5	3	1.5	3	1.5	188	95.9
TOTAL WAGE SYSTEMS.....	11,688	970	8.3	395	3.4	2,651	22.7	24	.2	7,648	65.4
UP THRU $5,499	323	53	16.4	21	6.5	118	36.5			131	40.6
$ 5,500 THRU $ 6,999	2,162	377	17.4	93	4.3	801	37.0	2	.1	889	41.1
$ 7,000 THRU $ 7,999	1,975	277	14.0	106	5.4	693	35.1	1	.1	898	45.5
$ 8,000 THRU $ 8,999	2,089	125	6.0	92	4.4	480	23.0	5	.2	1,387	66.4
$ 9,000 THRU $ 9,999	1,504	53	3.5	32	2.1	346	23.0	4	.3	1,069	71.1
$10,000 THRU $13,999	3,370	84	2.5	44	1.3	204	6.1	12	.4	3,026	89.8
$14,000 THRU $17,999	251	1	.4	7	2.8	7	2.8			236	94.0
$18,000 AND OVER	14					2	14.3			12	85.7
TOTAL OTHER PAY SYSTEMS	941	154	16.4	7	.7	25	2.7			755	80.2
UP THRU $6,499	211	24	11.4	4	1.9	23	10.9			160	75.8
$ 6,500 THRU $ 9,999	491	115	23.4	2	.4					374	76.2
$10,000 THRU $13,999	82	9	11.0							73	89.0
$14,000 THRU $17,999	57	3	5.3	1	1.8					53	93.0
$18,000 THRU $25,999	60	2	3.3			1	1.7			57	95.0
$26,000 AND OVER	40	1	2.5			1	2.5			38	95.0

1969 MINORITY GROUP STUDY

TABLE 2-13a

DEPARTMENT OF THE INTERIOR

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	63,173	3,222	5.1	1,275	2.0	8,553	13.5	462	.7	49,661	78.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	50,257	2,025	4.0	856	1.7	5,935	11.8	427	.8	41,014	81.6
GS- 1 THRU 4	8,879	624	7.0	303	3.4	3,282	37.0	48	.5	4,622	52.1
GS- 5 THRU 8	13,340	796	6.0	296	2.2	1,515	11.4	120	.9	10,613	79.6
GS- 9 THRU 11	14,964	507	3.4	185	1.2	834	5.6	144	1.0	13,294	88.8
GS-12 THRU 13	9,757	77	.8	61	.6	234	2.4	93	1.0	9,292	95.2
GS-14 THRU 15	3,124	20	.6	10	.3	66	2.1	21	.7	3,007	96.3
GS-16 THRU 18	193	1	.5	1	.5	4	2.1	1	.5	186	96.4
TOTAL WAGE SYSTEMS.....	12,219	1,130	9.2	411	3.4	2,614	21.4	34	.3	8,030	65.7
UP THRU $5,499	717	124	17.3	81	11.3	293	40.9	1	.1	218	30.4
$ 5,500 THRU $ 6,999	3,120	549	17.6	120	3.8	1,092	35.0			1,359	43.6
$ 7,000 THRU $ 7,999	2,345	245	10.4	96	4.1	554	23.6	7	.3	1,443	61.5
$ 8,000 THRU $ 8,999	1,965	110	5.6	50	2.5	384	19.5	6	.3	1,415	72.0
$ 9,000 THRU $ 9,999	1,307	51	3.9	26	2.0	86	6.6	9	.7	1,135	86.8
$10,000 THRU $13,999	2,581	51	2.0	33	1.3	163	6.3	11	.4	2,323	90.0
$14,000 THRU $17,999	176			5	2.8	42	23.9			129	73.3
$18,000 AND OVER	8									8	100.0
TOTAL OTHER PAY SYSTEMS	697	67	9.6	8	1.1	4	.6	1	.1	617	88.5
UP THRU $6,499	138			3	2.2	2	1.4			133	96.4
$ 6,500 THRU $ 9,999	267	48	18.0	3	1.1					216	80.9
$10,000 THRU $13,999	118	13	11.0	1	.8					104	88.1
$14,000 THRU $17,999	81	4	4.9	1	1.2	1	1.2			75	92.6
$18,000 THRU $25,999	58	1	1.7					1	1.7	56	96.6
$26,000 AND OVER	35	1	2.9			1	2.9			33	94.3

1970 MINORITY GROUP STUDY

TABLE 2-14

DEPARTMENT OF AGRICULTURE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	87,859	5,451	6.2	1,484	1.7	328	.4	442	.5	80,154	91.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	81,437	4,507	5.5	1,070	1.3	284	.3	429	.5	75,147	92.3
GS- 1 THRU 4	12,399	1,522	12.3	319	2.6	109	.9	36	.3	10,413	84.0
GS- 5 THRU 8	28,455	1,994	7.0	481	1.7	98	.3	102	.4	25,780	90.6
GS- 9 THRU 11	24,436	767	3.1	204	.8	57	.2	165	.7	23,243	95.1
GS-12 THRU 13	12,638	192	1.5	61	.5	20	.2	109	.9	12,256	97.0
GS-14 THRU 15	3,277	28	.9	5	.2			17	.5	3,227	98.5
GS-16 THRU 18	232	4	1.7							228	98.3
TOTAL WAGE SYSTEMS.....	4,776	897	18.8	396	8.3	36	.8	9	.2	3,438	72.0
UP THRU $5,499	364	119	32.7	45	12.4	1	.3			199	54.7
$ 5,500 THRU $ 6,999	1,539	405	26.3	222	14.4	14	.9	1	.1	897	58.3
$ 7,000 THRU $ 7,999	953	219	23.0	67	7.0	5	.5	4	.4	658	69.0
$ 8,000 THRU $ 8,999	783	87	11.1	42	5.4	8	1.0	3	.4	643	82.1
$ 9,000 THRU $ 9,999	704	51	7.2	16	2.3	6	.9			631	89.6
$10,000 THRU $13,999	422	16	3.8	4	.9	2	.5	1	.2	399	94.5
$14,000 THRU $17,999	11									11	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1,646	47	2.9	18	1.1	8	.5	4	.2	1,569	95.3
UP THRU $6,499	108	16	14.8	3	2.8			1	.9	88	81.5
$ 6,500 THRU $ 9,999	798	29	3.6	9	1.1	7	.9	2	.3	751	94.1
$10,000 THRU $13,999	365	1	.3	3	.8	1	.3	1	.3	359	98.4
$14,000 THRU $17,999	167	1	.6	2	1.2					164	98.2
$18,000 THRU $25,999	146			1	.7					145	99.3
$26,000 AND OVER	62									62	100.0

1969 MINORITY GROUP STUDY

TABLE 2-14a

DEPARTMENT OF AGRICULTURE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	85,698	4,989	5.8	1,452	1.7	300	.4	437	.5	78,520	91.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	79,041	4,070	5.1	1,005	1.3	247	.3	425	.5	73,294	92.7
GS- 1 THRU 4	13,694	1,500	11.0	328	2.4	88	.6	34	.2	11,744	85.8
GS- 5 THRU 8	26,127	1,762	6.7	423	1.6	85	.3	102	.4	23,755	90.9
GS- 9 THRU 11	23,868	635	2.7	208	.9	60	.3	169	.7	22,796	95.5
GS-12 THRU 13	12,056	148	1.2	42	.3	14	.1	108	.9	11,744	97.4
GS-14 THRU 15	3,079	22	.7	4	.1			12	.4	3,041	98.8
GS-16 THRU 18	217	3	1.4							214	98.6
TOTAL WAGE SYSTEMS.....	5,043	884	17.5	414	8.2	45	.9	8	.2	3,692	73.2
UP THRU $5,499	776	216	27.8	233	30.0	3	.4			324	41.8
$ 5,500 THRU $ 6,999	2,009	488	24.3	114	5.7	18	.9	4	.2	1,385	68.9
$ 7,000 THRU $ 7,999	921	118	12.8	46	5.0	10	1.1	2	.2	745	80.9
$ 8,000 THRU $ 8,999	792	42	5.3	15	1.9	9	1.1	1	.1	725	91.5
$ 9,000 THRU $ 9,999	318	16	5.0	6	1.9	1	.3	1	.3	294	92.5
$10,000 THRU $13,999	226	4	1.8			4	1.8			218	96.5
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1,614	35	2.2	33	2.0	8	.5	4	.2	1,534	95.0
UP THRU $6,499	179	18	10.1	24	13.4			1	.6	136	76.0
$ 6,500 THRU $ 9,999	742	14	1.9	4	.5	7	.9	3	.4	714	96.2
$10,000 THRU $13,999	353	1	.3	3	.8	1	.3			348	98.6
$14,000 THRU $17,999	162	2	1.2	1	.6					159	98.1
$18,000 THRU $25,999	121			1	.8					120	99.2
$26,000 AND OVER	57									57	100.0

1970 MINORITY GROUP STUDY

TABLE 2-15

DEPARTMENT OF COMMERCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	32,766	5,258	16.0	220	.7	43	.1	306	.9	26,939	82.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	29,115	4,212	14.5	184	.6	28	.1	220	.8	24,471	84.0
GS- 1 THRU 4	6,676	1,890	28.3	28	.4	5	.1	18	.3	4,735	70.9
GS- 5 THRU 8	6,870	1,498	21.8	52	.8	6	.1	46	.7	5,268	76.7
GS- 9 THRU 11	6,520	486	7.5	53	.8	11	.2	64	1.0	5,906	90.6
GS-12 THRU 13	5,482	253	4.6	44	.8	6	.1	58	1.1	5,121	93.4
GS-14 THRU 15	3,200	83	2.6	7	.2			31	1.0	3,079	96.2
GS-16 THRU 18	367	2	.5					3	.8	362	98.6
TOTAL WAGE SYSTEMS.....	2,859	932	32.6	33	1.2	13	.5	81	2.8	1,800	63.0
UP THRU $5,499	72	29	40.3	2	2.8	2	2.8	10	13.9	29	40.3
$ 5,500 THRU $ 6,999	841	395	47.0	5	.6	4	.5	26	3.1	411	48.9
$ 7,000 THRU $ 7,999	510	227	44.5	11	2.2	2	.4	20	3.9	250	49.0
$ 8,000 THRU $ 8,999	485	131	27.0	9	1.9	3	.6	14	2.9	328	67.6
$ 9,000 THRU $ 9,999	365	76	20.8	2	.5			8	2.2	279	76.4
$10,000 THRU $13,999	495	73	14.7	2	.4	2	.4	3	.6	415	83.8
$14,000 THRU $17,999	65			1	1.5					64	98.5
$18,000 AND OVER	26	1	3.8	1	3.8					24	92.3
TOTAL OTHER PAY SYSTEMS	792	114	14.4	3	.4	2	.3	5	.6	668	84.3
UP THRU $6,499	277	91	32.9			1	.4	1	.4	184	66.4
$ 6,500 THRU $ 9,999	148	8	5.4	1	.7			3	2.0	136	91.9
$10,000 THRU $13,999	127	8	6.3	2	1.6	1	.8	1	.8	115	90.6
$14,000 THRU $17,999	52	2	3.8							50	96.2
$18,000 THRU $25,999	101	3	3.0							98	97.0
$26,000 AND OVER	87	2	2.3							85	97.7

1969 MINORITY GROUP STUDY

TABLE 2-15a

DEPARTMENT OF COMMERCE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	27,002	4,384	16.2	187	.7	42	.2	272	1.0	22,117	81.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	24,045	3,541	14.7	160	.7	28	.1	185	.8	20,131	83.7
GS- 1 THRU 4	3,998	1,515	37.9	31	.8	3	.1	17	.4	2,432	60.8
GS- 5 THRU 8	6,146	1,347	21.9	38	.6	8	.1	41	.7	4,712	76.7
GS- 9 THRU 11	5,870	388	6.6	56	1.0	10	.2	47	.8	5,369	91.5
GS-12 THRU 13	4,849	224	4.6	30	.6	6	.1	52	1.1	4,537	93.6
GS-14 THRU 15	2,860	66	2.3	5	.2	1		25	.9	2,763	96.6
GS-16 THRU 18	322	1	.3					3	.9	318	98.8
TOTAL WAGE SYSTEMS.....	2,449	832	34.0	26	1.1	13	.5	80	3.3	1,498	61.2
UP THRU $5,499	335	130	38.8	4	1.2			39	11.6	162	48.4
$ 5,500 THRU $ 6,999	744	385	51.7	9	1.2	3	.4	14	1.9	333	44.8
$ 7,000 THRU $ 7,999	425	138	32.5	6	1.4	5	1.2	17	4.0	259	60.9
$ 8,000 THRU $ 8,999	428	113	26.4	3	.7	4	.9	5	1.2	303	70.8
$ 9,000 THRU $ 9,999	226	43	19.0	2	.9	1	.4	3	1.3	177	78.3
$10,000 THRU $13,999	266	22	8.3	1	.4			2	.8	241	90.6
$14,000 THRU $17,999	15									15	100.0
$18,000 AND OVER	10	1	10.0	1	10.0					8	80.0
TOTAL OTHER PAY SYSTEMS	508	11	2.2	1	.2	1	.2	7	1.4	488	96.1
UP THRU $6,499	134	6	4.5					2	1.5	126	94.0
$ 6,500 THRU $ 9,999	82							4	4.9	78	95.1
$10,000 THRU $13,999	81	1	1.2			1	1.2			79	97.5
$14,000 THRU $17,999	47	1	2.1							46	97.9
$18,000 THRU $25,999	92	2	2.2	1	1.1			1	1.1	88	95.7
$26,000 AND OVER	72	1	1.4							71	98.6

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1970 MINORITY GROUP STUDY

TABLE 2-16

DEPARTMENT OF LABOR

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	10,655	2,798	26.3	178	1.7	40	.4	49	.5	7,590	71.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	10,535	2,712	25.7	178	1.7	40	.4	49	.5	7,556	71.7
GS- 1 THRU 4	1,346	776	57.7	32	2.4	13	1.0	4	.3	521	38.7
GS- 5 THRU 8	2,997	1,182	39.4	29	1.0	10	.3	20	.7	1,756	58.6
GS- 9 THRU 11	1,464	305	20.8	38	2.6	1	.1	12	.8	1,108	75.7
GS-12 THRU 13	3,098	316	10.2	54	1.7	11	.4	10	.3	2,707	87.4
GS-14 THRU 15	1,528	126	8.2	23	1.5	5	.3	3	.2	1,371	89.7
GS-16 THRU 18	102	7	6.9	2	2.0					93	91.2
TOTAL WAGE SYSTEMS.....	97	86	88.7							11	11.3
UP THRU $5,499	4	4	100.0								
$ 5,500 THRU $ 6,999	22	18	81.8							4	18.2
$ 7,000 THRU $ 7,999	42	38	90.5							4	9.5
$ 8,000 THRU $ 8,999	13	13	100.0								
$ 9,000 THRU $ 9,999	8	7	87.5							1	12.5
$10,000 THRU $13,999	8	6	75.0							2	25.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	23									23	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	9									9	100.0
$26,000 AND OVER	14									14	100.0

1969 MINORITY GROUP STUDY

TABLE 2-16a

DEPARTMENT OF LABOR

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	10,082	2,673	26.5	166	1.6	29	.3	49	.5	7,165	71.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,950	2,582	25.9	166	1.7	29	.3	49	.5	7,124	71.6
GS- 1 THRU 4	1,415	834	58.9	25	1.8	8	.6	8	.6	540	38.2
GS- 5 THRU 8	2,686	1,047	39.0	34	1.3	7	.3	21	.8	1,577	58.7
GS- 9 THRU 11	1,527	313	20.5	44	2.9	3	.2	7	.5	1,160	76.0
GS-12 THRU 13	2,890	286	9.9	45	1.6	8	.3	12	.4	2,539	87.9
GS-14 THRU 15	1,332	94	7.1	17	1.3	3	.2	1	.1	1,217	91.4
GS-16 THRU 18	100	8	8.0	1	1.0					91	91.0
TOTAL WAGE SYSTEMS.....	103	89	86.4							14	13.6
UP THRU $5,499	4	3	75.0							1	25.0
$ 5,500 THRU $ 6,999	43	36	83.7							7	16.3
$ 7,000 THRU $ 7,999	29	27	93.1							2	6.9
$ 8,000 THRU $ 8,999	12	11	91.7							1	8.3
$ 9,000 THRU $ 9,999	9	8	88.9							1	11.1
$10,000 THRU $13,999	6	4	66.7							2	33.3
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	29	2	6.9							27	93.1
UP THRU $6,499	6	1	16.7							5	83.3
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999	8									8	100.0
$26,000 AND OVER	14	1	7.1							13	92.9

1970 MINORITY GROUP STUDY

TABLE 2-17

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	107,221	23,283	21.7	1,516	1.4	3,192	3.0	792	.7	78,438	73.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	94,502	20,086	21.3	1,408	1.5	2,301	2.4	668	.7	70,039	74.1
GS- 1 THRU 4	24,893	9,188	36.9	525	2.1	1,475	5.9	107	.4	13,598	54.6
GS- 5 THRU 8	32,960	8,061	24.5	495	1.5	609	1.8	241	.7	23,554	71.5
GS- 9 THRU 11	19,805	1,921	9.7	221	1.1	161	.8	177	.9	17,325	87.5
GS-12 THRU 13	10,725	669	6.2	112	1.0	36	.3	85	.8	9,823	91.6
GS-14 THRU 15	5,796	236	4.1	52	.9	20	.3	56	1.0	5,432	93.7
GS-16 THRU 18	323	11	3.4	3	.9			2	.6	307	95.0
TOTAL WAGE SYSTEMS.....	6,405	2,988	46.7	50	.8	825	12.9	30	.5	2,512	39.2
UP THRU $5,499	297	145	48.8	7	2.4	88	29.6			57	19.2
$ 5,500 THRU $ 6,999	2,548	1,627	63.9	14	.5	339	13.3	14	.5	554	21.7
$ 7,000 THRU $ 7,999	1,294	681	52.6	10	.8	183	14.1	9	.7	411	31.8
$ 8,000 THRU $ 8,999	830	312	37.6	9	1.1	90	10.8	1	.1	418	50.4
$ 9,000 THRU $ 9,999	824	151	18.3	7	.8	65	7.9	2	.2	599	72.7
$10,000 THRU $13,999	555	71	12.8	3	.5	47	8.5	4	.7	430	77.5
$14,000 THRU $17,999	49	1	2.0			11	22.4			37	75.5
$18,000 AND OVER	8					2	25.0			6	75.0
TOTAL OTHER PAY SYSTEMS	6,314	209	3.3	58	.9	66	1.0	94	1.5	5,887	93.2
UP THRU $6,499	402	118	29.4	14	3.5	51	12.7	12	3.0	207	51.5
$ 6,500 THRU $ 9,999	1,611	27	1.7	7	.4	2	.1	16	1.0	1,559	96.8
$10,000 THRU $13,999	3,879	53	1.4	32	.8	13	.3	49	1.3	3,732	96.2
$14,000 THRU $17,999	161	5	3.1	2	1.2			10	6.2	144	89.4
$18,000 THRU $25,999	113	3	2.7	2	1.8			4	3.5	104	92.0
$26,000 AND OVER	148	3	2.0	1	.7			3	2.0	141	95.3

1969 MINORITY GROUP STUDY

TABLE 2-17a

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	102,250	21,402	20.9	1,201	1.2	2,238	2.2	677	.7	76,732	75.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	89,800	18,428	20.5	1,119	1.2	1,591	1.8	581	.6	68,081	75.8
GS- 1 THRU 4	23,844	9,015	37.8	409	1.7	1,025	4.3	97	.4	13,298	55.8
GS- 5 THRU 8	30,245	6,683	22.1	394	1.3	425	1.4	209	.7	22,534	74.5
GS- 9 THRU 11	19,671	2,075	10.5	183	.9	102	.5	148	.8	17,163	87.3
GS-12 THRU 13	10,500	479	4.6	96	.9	19	.2	79	.8	9,827	93.6
GS-14 THRU 15	5,250	169	3.2	35	.7	20	.4	46	.9	4,980	94.9
GS-16 THRU 18	290	7	2.4	2	.7			2	.7	279	96.2
TOTAL WAGE SYSTEMS.....	6,022	2,846	47.3	45	.7	557	9.2	29	.5	2,545	42.3
UP THRU $5,499	396	214	54.0	10	2.5	56	14.1			116	29.3
$ 5,500 THRU $ 6,999	2,264	1,410	62.3	8	.4	240	10.6	11	.5	595	26.3
$ 7,000 THRU $ 7,999	1,130	579	51.2	11	1.0	102	9.0	8	.7	430	38.1
$ 8,000 THRU $ 8,999	930	303	32.6	5	.5	86	9.2	5	.5	531	57.1
$ 9,000 THRU $ 9,999	537	156	29.1	4	.7	23	4.3	3	.6	351	65.4
$10,000 THRU $13,999	681	171	25.1	7	1.0	43	6.3	2	.3	458	67.3
$14,000 THRU $17,999	77	11	14.3			6	7.8			60	77.9
$18,000 AND OVER	7	2	28.6			1	14.3			4	57.1
TOTAL OTHER PAY SYSTEMS	6,428	128	2.0	37	.6	90	1.4	67	1.0	6,106	95.0
UP THRU $6,499	1,126	38	3.4	3	.3	75	6.7	10	.9	1,000	88.8
$ 6,500 THRU $ 9,999	3,175	61	1.9	20	.6	9	.3	20	.6	3,065	96.5
$10,000 THRU $13,999	1,041	17	1.6	8	.8	4	.4	22	2.1	990	95.1
$14,000 THRU $17,999	875	8	.9	5	.6	2	.2	12	1.4	848	96.9
$18,000 THRU $25,999	87	3	3.4					1	1.1	83	95.4
$26,000 AND OVER	124	1	.8	1	.8			2	1.6	120	96.8

1970 MINORITY GROUP STUDY

TABLE 2-18

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	14,830	2,805	18.9	225	1.5	41	.3	105	.7	11,654	78.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	14,721	2,732	18.6	223	1.5	40	.3	105	.7	11,621	78.9
GS- 1 THRU 4	2,292	899	39.2	66	2.9	17	.7	19	.8	1,291	56.3
GS- 5 THRU 8	3,567	1,161	32.5	70	2.0	12	.3	31	.9	2,293	64.3
GS- 9 THRU 11	3,837	330	8.6	37	1.0	4	.1	28	.7	3,438	89.6
GS-12 THRU 13	3,506	222	6.3	36	1.0	6	.2	23	.7	3,219	91.8
GS-14 THRU 15	1,416	112	7.9	14	1.0	1	.1	4	.3	1,285	90.7
GS-16 THRU 18	103	8	7.8							95	92.2
TOTAL WAGE SYSTEMS.....	92	71	77.2	2	2.2	1	1.1			18	19.6
UP THRU $5,499	9	7	77.8							2	22.2
$ 5,500 THRU $ 6,999	17	15	88.2			1	5.9			1	5.9
$ 7,000 THRU $ 7,999	35	32	91.4	1	2.9					2	5.7
$ 8,000 THRU $ 8,999	11	9	81.8							2	18.2
$ 9,000 THRU $ 9,999	8	5	62.5	1	12.5					2	25.0
$10,000 THRU $13,999	12	3	25.0							9	75.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	17	2	11.8							15	88.2
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	17	2	11.8							15	88.2

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1969 MINORITY GROUP STUDY

TABLE 2-18a

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	14,074	2,526	17.9	184	1.3	31	.2	104	.7	11,229	79.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,975	2,466	17.6	183	1.3	31	.2	104	.7	11,191	80.1
GS- 1 THRU 4	2,245	903	40.2	62	2.8	11	.5	20	.9	1,249	55.6
GS- 5 THRU 8	3,328	968	29.1	48	1.4	7	.2	32	1.0	2,273	68.3
GS- 9 THRU 11	3,875	305	7.9	34	.9	9	.2	27	.7	3,500	90.3
GS-12 THRU 13	3,208	194	6.0	27	.8	3	.1	22	.7	2,962	92.3
GS-14 THRU 15	1,232	90	7.3	12	1.0	1	.1	3	.2	1,126	91.4
GS-16 THRU 18	87	6	6.9							81	93.1
TOTAL WAGE SYSTEMS.....	81	58	71.6	1	1.2					22	27.2
UP THRU $5,499	1	1	100.0								
$ 5,500 THRU $ 6,999	26	23	88.5							3	11.5
$ 7,000 THRU $ 7,999	31	25	80.6	1	3.2					5	16.1
$ 8,000 THRU $ 8,999	12	6	50.0							6	50.0
$ 9,000 THRU $ 9,999	7	3	42.9							4	57.1
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	18	2	11.1							16	88.9
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	18	2	11.1							16	88.9

1970 MINORITY GROUP STUDY

DEPARTMENT OF TRANSPORTATION

TABLE 2-19

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	65,128	4,011	6.2	696	1.1	241	.4	405	.6	59,775	91.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	58,690	3,135	5.4	620	1.1	162	.3	284	.5	54,439	92.8
GS- 1 THRU 4	4,034	856	21.2	67	1.7	23	.6	44	1.1	3,044	75.5
GS- 5 THRU 8	10,216	1,282	12.5	158	1.5	39	.4	69	.7	8,668	84.8
GS- 9 THRU 11	18,245	548	3.0	191	1.0	45	.2	71	.4	17,390	95.3
GS-12 THRU 13	19,776	400	2.0	182	.9	47	.2	81	.4	19,066	96.4
GS-14 THRU 15	6,114	84	1.4	21	.3	7	.1	18	.3	5,984	97.9
GS-16 THRU 18	305	15	4.9	1	.3	1	.3	1	.3	287	94.1
TOTAL WAGE SYSTEMS.....	5,913	813	13.7	73	1.2	79	1.3	120	2.0	4,828	81.7
UP THRU $5,499	131	71	54.2	2	1.5	3	2.3			55	42.0
$ 5,500 THRU $ 6,999	592	250	42.2	5	.8	2	.3	3	.5	332	56.1
$ 7,000 THRU $ 7,999	1,008	213	21.1	20	2.0	9	.9	2	.2	764	75.8
$ 8,000 THRU $ 8,999	1,687	194	11.5	23	1.4	3	.2	16	.9	1,451	86.0
$ 9,000 THRU $ 9,999	986	45	4.6	13	1.3	7	.7	14	1.4	907	92.0
$10,000 THRU $13,999	1,230	39	3.2	9	.7	49	4.0	77	6.3	1,056	85.9
$14,000 THRU $17,999	223	1	.4	1	.4	5	2.2	7	3.1	209	93.7
$18,000 AND OVER	56					1	1.8	1	1.8	54	96.4
TOTAL OTHER PAY SYSTEMS	525	13	2.5	3	.6			1	.2	508	96.8
UP THRU $6,499	21	8	38.1							13	61.9
$ 6,500 THRU $ 9,999	81									81	100.0
$10,000 THRU $13,999	74							1	1.4	73	98.6
$14,000 THRU $17,999	179	1	.6	2	1.1					176	98.3
$18,000 THRU $25,999	93	2	2.2							91	97.8
$26,000 AND OVER	77	2	2.6	1	1.3					74	96.1

1969 MINORITY GROUP STUDY

TABLE 2-19a

DEPARTMENT OF TRANSPORTATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	59,023	3,456	5.9	602	1.0	234	.4	398	.7	54,333	92.
TOTAL GENERAL SCHEDULE OR SIMILAR.....	52,633	2,628	5.0	530	1.0	151	.3	267	.5	49,057	93.2
GS- 1 THRU 4	3,796	846	22.3	65	1.7	23	.6	46	1.2	2,816	74.2
GS- 5 THRU 8	8,219	944	11.5	133	1.6	32	.4	61	.7	7,049	85.8
GS- 9 THRU 11	18,991	498	2.6	205	1.1	60	.3	92	.5	18,136	95.5
GS-12 THRU 13	16,102	277	1.7	111	.7	28	.2	54	.3	15,632	97.1
GS-14 THRU 15	5,258	57	1.1	14	.3	7	.1	14	.3	5,166	98.3
GS-16 THRU 18	267	6	2.2	2	.7	1	.4			258	96.6
TOTAL WAGE SYSTEMS.....	5,865	817	13.9	66	1.1	80	1.4	127	2.2	4,775	81.4
UP THRU $5,499	244	129	52.9	4	1.6	2	.8	1	.4	108	44.3
$ 5,500 THRU $ 6,999	896	318	35.5	16	1.8	5	.6	4	.4	553	61.7
$ 7,000 THRU $ 7,999	1,801	247	13.7	17	.9	9	.5	22	1.2	1,506	83.6
$ 8,000 THRU $ 8,999	1,235	82	6.6	16	1.3	11	.9	18	1.5	1,108	89.7
$ 9,000 THRU $ 9,999	624	20	3.2	8	1.3	17	2.7	11	1.8	568	91.0
$10,000 THRU $13,999	977	19	1.9	5	.5	34	3.5	66	6.8	853	87.3
$14,000 THRU $17,999	77	1	1.3			2	2.6	4	5.2	70	90.9
$18,000 AND OVER	11	1	9.1					1	9.1	9	81.8
TOTAL OTHER PAY SYSTEMS	525	11	2.1	6	1.1	3	.6	4	.8	501	95.4
UP THRU $6,499	26	3	11.5							23	88.5
$ 6,500 THRU $ 9,999	80	2	2.5			1	1.3			77	96.3
$10,000 THRU $13,999	114	1	.9	1	.9	1	.9	2	1.8	109	95.6
$14,000 THRU $17,999	167	2	1.2	2	1.2	1	.6	1	.6	161	96.4
$18,000 THRU $25,999	59	1	1.7	1	1.7			1	1.7	56	94.9
$26,000 AND OVER	79	2	2.5	2	2.5					75	94.9

1970 MINORITY GROUP STUDY

TABLE 2-20

ATOMIC ENERGY COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,047	379	5.4	286	4.1	15	.2	30	.4	6,337	89.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,851	357	5.2	266	3.9	15	.2	30	.4	6,183	90.2
GS- 1 THRU 4	491	82	16.7	54	11.0	7	1.4	2	.4	346	70.5
GS- 5 THRU 8	2,196	181	8.2	164	7.5	4	.2	13	.6	1,834	83.5
GS- 9 THRU 11	770	41	5.3	17	2.2	1	.1	4	.5	707	91.8
GS-12 THRU 13	1,440	38	2.6	25	1.7	1	.1	5	.3	1,371	95.2
GS-14 THRU 15	1,608	15	.9	6	.4	2	.1	6	.4	1,579	98.2
GS-16 THRU 18	346									346	100.0
TOTAL WAGE SYSTEMS.....	91	21	23.1	20	22.0					50	54.9
UP THRU $5,499	15	1	6.7	13	86.7					1	6.7
$ 5,500 THRU $ 6,999	42	12	28.6	4	9.5					26	61.9
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999	24	6	25.0	3	12.5					15	62.5
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999	10	2	20.0							8	80.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	105	1	1.0							104	99.0
UP THRU $6,499	7	1	14.3							6	85.7
$ 6,500 THRU $ 9,999	4									4	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER	93									93	100.0

1969 MINORITY GROUP STUDY

ATOMIC ENERGY COMMISSION

TABLE 2-20a

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,072	353	5.0	250	3.5	32	.5	12	.2	6,425	90.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,884	332	4.8	231	3.4	32	.5	12	.2	6,277	91.2
GS- 1 THRU 4	559	100	17.9	50	8.9	10	1.8			399	71.4
GS- 5 THRU 8	2,168	154	7.1	144	6.6	12	.6	4	.2	1,854	85.5
GS- 9 THRU 11	845	33	3.9	16	1.9	5	.6	1	.1	790	93.5
GS-12 THRU 13	1,430	35	2.4	17	1.2	3	.2	3	.2	1,372	95.9
GS-14 THRU 15	1,544	10	.6	4	.3	2	.1	4	.3	1,524	98.7
GS-16 THRU 18	338									338	100.0
TOTAL WAGE SYSTEMS.....	89	18	20.2	19	21.3					52	58.4
UP THRU $5,499	16	2	12.5	13	81.3					1	6.3
$ 5,500 THRU $ 6,999	53	12	22.6	6	11.3					35	66.0
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999	16	4	25.0							12	75.0
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	99	3	3.0							96	97.0
UP THRU $6,499	7	2	28.6							5	71.4
$ 6,500 THRU $ 9,999	3	1	33.3							2	66.7
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	15									15	100.0
$26,000 AND OVER	74									74	100.0

1970 MINORITY GROUP STUDY

TABLE 2-21

BOARD OF GOVERNORS - FEDERAL RESERVE SYSTEM

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	945	225	23.8	3	.3	1	.1	4	.4	712	75.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	850	167	19.6	2	.2	1	.1	3	.4	677	79.6
GS- 1 THRU 4	143	89	62.2							54	37.8
GS- 5 THRU 8	273	61	22.3	1	.4			1	.4	210	76.9
GS- 9 THRU 11	161	5	3.1							156	96.9
GS-12 THRU 13	178	9	5.1	1	.6			1	.6	167	93.8
GS-14 THRU 15	95	3	3.2			1	1.1	1	1.1	90	94.7
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	95	58	61.1	1	1.1			1	1.1	35	36.8
UP THRU $5,499	9	8	88.9					1	11.1		
$ 5,500 THRU $ 6,999	44	29	65.9							15	34.1
$ 7,000 THRU $ 7,999	14	9	64.3	1	7.1					4	28.6
$ 8,000 THRU $ 8,999	10	6	60.0							4	40.0
$ 9,000 THRU $ 9,999	11	5	45.5							6	54.5
$10,000 THRU $13,999	7	1	14.3							6	85.7
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

1969 MINORITY GROUP STUDY

TABLE 2-21a

BOARD OF GOVERNORS - FEDERAL RESERVE SYSTEM

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	827	180	21.8	1	.1	1	.1	3	.4	642	77.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	738	128	17.3	1	.1	1	.1	3	.4	605	82.0
GS- 1 THRU 4	136	75	55.1							61	44.9
GS- 5 THRU 8	245	43	17.6	1	.4			1	.4	200	81.6
GS- 9 THRU 11	138	2	1.4							136	98.6
GS-12 THRU 13	134	5	3.7					2	1.5	127	94.8
GS-14 THRU 15	85	3	3.5			1	1.2			81	95.3
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	89	52	58.4							37	41.6
UP THRU $5,499	42	26	61.9							16	38.1
$ 5,500 THRU $ 6,999	15	11	73.3							4	26.7
$ 7,000 THRU $ 7,999	14	7	50.0							7	50.0
$ 8,000 THRU $ 8,999	8	4	50.0							4	50.0
$ 9,000 THRU $ 9,999	6	4	66.7							2	33.3
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS											
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

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1970 MINORITY GROUP STUDY

TABLE 2-22

OFFICE OF MANAGEMENT AND BUDGET

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	592	86	14.5	1	.2	1	.2	2	.3	502	84.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	561	71	12.7	1	.2	1	.2	2	.4	486	86.6
GS- 1 THRU 4	14	8	57.1							6	42.9
GS- 5 THRU 8	148	51	34.5	1	.7					96	64.9
GS- 9 THRU 11	78	3	3.8			1	1.3			74	94.9
GS-12 THRU 13	84	4	4.8							80	95.2
GS-14 THRU 15	169	5	3.0					1	.6	163	96.4
GS-16 THRU 18	68							1	1.5	67	98.5
TOTAL WAGE SYSTEMS.....	18	15	83.3							3	16.7
UP THRU $5,499											
$ 5,500 THRU $ 6,999	10	8	80.0							2	20.0
$ 7,000 THRU $ 7,999	3	3	100.0								
$ 8,000 THRU $ 8,999	2	2	100.0								
$ 9,000 THRU $ 9,999	1	1	100.0								
$10,000 THRU $13,999	2	1	50.0							1	50.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	13									13	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER	12									12	100.0

1969 MINORITY GROUP STUDY

TABLE 2-22a

BUREAU OF THE BUDGET

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	519	67	12.9	1	.2	1	.2	3	.6	447	86.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	504	59	11.7	1	.2	1	.2	3	.6	440	87.3
GS- 1 THRU 4	14	6	42.9							8	57.1
GS- 5 THRU 8	135	44	32.6	1	.7					90	66.7
GS- 9 THRU 11	65	3	4.6			1	1.5	1	1.5	60	92.3
GS-12 THRU 13	77	2	2.6							75	97.4
GS-14 THRU 15	146	4	2.7					1	.7	141	96.6
GS-16 THRU 18	67							1	1.5	66	98.5
TOTAL WAGE SYSTEMS.....	10	8	80.0							2	20.0
UP THRU $5,499											
$ 5,500 THRU $ 6,999	4	4	100.0								
$ 7,000 THRU $ 7,999	2	2	100.0								
$ 8,000 THRU $ 8,999	1	1	100.0								
$ 9,000 THRU $ 9,999	2	1	50.0							1	50.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	5									5	100.0

1970 MINORITY GROUP STUDY

TABLE 2-23

CANAL ZONE GOVERNMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,535	44	2.9	85	5.5	3	.2	6	.4	1,397	91.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	564	19	3.4	63	11.2			6	1.1	476	84.4
GS- 1 THRU 4	62	7	11.3	8	12.9			1	1.6	46	74.2
GS- 5 THRU 8	259	6	2.3	24	9.3			1	.4	228	88.0
GS- 9 THRU 11	177	5	2.8	23	13.0			4	2.3	145	81.9
GS-12 THRU 13	52	1	1.9	7	13.5					44	84.6
GS-14 THRU 15	14			1	7.1					13	92.9
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	2	1	50.0							1	50.0
UP THRU $5,499	2	1	50.0							1	50.0
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	969	24	2.5	22	2.3	3	.3			920	94.9
UP THRU $6,499											
$ 6,500 THRU $ 9,999	309	20	6.5	9	2.9	1	.3			279	90.3
$10,000 THRU $13,999	461	4	.9	9	2.0	2	.4			446	96.7
$14,000 THRU $17,999	155			1	.6					154	99.4
$18,000 THRU $25,999	32			3	9.4					29	90.6
$26,000 AND OVER	12									12	100.0

1969 MINORITY GROUP STUDY

TABLE 2-23a

CANAL ZONE GOVERNMENT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,559	49	3.1	72	4.6	4	.3	6	.4	1,428	91.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	580	20	3.4	48	8.3			6	1.0	506	87.2
GS- 1 THRU 4	67	6	9.0	7	10.4			1	1.5	53	79.1
GS- 5 THRU 8	286	6	2.1	23	8.0			2	.7	255	89.2
GS- 9 THRU 11	162	7	4.3	11	6.8			3	1.9	141	87.0
GS-12 THRU 13	53	1	1.9	7	13.2					45	84.9
GS 14 THRU 15	12									12	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	1	1	100.0								
UP THRU $5,499	1	1	100.0								
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	978	28	2.9	24	2.5	4	.4			922	94.3
UP THRU $6,499	4	4	100.0								
$ 6,500 THRU $ 9,999	521	24	4.6	17	3.3	3	.6			477	91.6
$10,000 THRU $13,999	393			6	1.5	1	.3			386	98.2
$14,000 THRU $17,999	35									35	100.0
$18,000 THRU $25,999	18									18	100.0
$26,000 AND OVER	7			1	14.3					6	85.7

1970 MINORITY GROUP STUDY

TABLE 2-24

CIVIL AERONAUTICS BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	672	109	16.2	1	.1			2	.3	560	83.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	642	96	15.0	1	.2			2	.3	543	84.6
GS- 1 THRU 4	38	19	50.0							19	50.0
GS- 5 THRU 8	198	65	32.8					2	1.0	131	66.2
GS- 9 THRU 11	117	7	6.0	1	.9					109	93.2
GS-12 THRU 13	135	4	3.0							131	97.0
GS-14 THRU 15	109	1	.9							108	99.1
GS-16 THRU 18	45									45	100.0
TOTAL WAGE SYSTEMS.....	14	13	92.9							1	7.1
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999	8	8	100.0								
$ 8,000 THRU $ 8,999	3	2	66.7							1	33.3
$ 9,000 THRU $ 9,999	2	2	100.0								
$10,000 THRU $13,999	1	1	100.0								
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	16									16	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	5									5	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	11									11	100.0

1969 MINORITY GROUP STUDY

TABLE 2-24a

CIVIL AERONAUTICS BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	630	104	16.5	1	.2			2	.3	523	83.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	601	91	15.1	1	.2			2	.3	507	84.4
GS- 1 THRU 4	37	24	64.9							13	35.1
GS- 5 THRU 8	187	57	30.5					2	1.1	128	68.4
GS- 9 THRU 11	109	5	4.6	1	.9					103	94.5
GS-12 THRU 13	127	4	3.1							123	96.9
GS-14 THRU 15	98	1	1.0							97	99.0
GS-16 THRU 18	43									43	100.0
TOTAL WAGE SYSTEMS.....	14	13	92.9							1	7.1
UP THRU $5,499	1	1	100.0								
$ 5,500 THRU $ 6,999	4	4	100.0								
$ 7,000 THRU $ 7,999	5	4	80.0							1	20.0
$ 8,000 THRU $ 8,999	2	2	100.0								
$ 9,000 THRU $ 9,999	1	1	100.0								
$10,000 THRU $13,999	1	1	100.0								
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	15									15	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	5									5	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER	9									9	100.0

1970 MINORITY GROUP STUDY

TABLE 2-25

CIVIL SERVICE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,268	1,236	23.5	119	2.3	8	.2	38	.7	3,867	73.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,216	1,200	23.0	118	2.3	8	.2	38	.7	3,852	73.8
GS- 1 THRU 4	1,860	722	38.8	58	3.1	5	.3	16	.9	1,059	56.9
GS- 5 THRU 8	1,081	325	30.1	26	2.4			9	.8	721	66.7
GS- 9 THRU 11	1,124	104	9.3	15	1.3	1	.1	11	1.0	993	88.3
GS-12 THRU 13	760	36	4.7	14	1.8	2	.3	1	.1	707	93.0
GS-14 THRU 15	338	12	3.6	5	1.5			1	.3	320	94.7
GS-16 THRU 18	53	1	1.9							52	98.1
TOTAL WAGE SYSTEMS.....	48	35	72.9	1	2.1					12	25.0
UP THRU $5,499	4	4	100.0								
$ 5,500 THRU $ 6,999	13	9	69.2	1	7.7					3	23.1
$ 7,000 THRU $ 7,999	13	8	61.5							5	38.5
$ 8,000 THRU $ 8,999	9	8	88.9							1	11.1
$ 9,000 THRU $ 9,999	5	3	60.0							2	40.0
$10,000 THRU $13,999	4	3	75.0							1	25.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	4	1	25.0							3	75.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	4	1	25.0							3	75.0

1969 MINORITY GROUP STUDY

TABLE 2-25a

CIVIL SERVICE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,886	1,123	23.0	118	2.4	6	.1	29	.6	3,610	73.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,839	1,092	22.6	118	2.4	6	.1	29	.6	3,594	74.3
GS- 1 THRU 4	1,666	686	41.2	64	3.8	3	.2	12	.7	901	54.1
GS- 5 THRU 8	1,021	284	27.8	22	2.2	1	.1	7	.7	707	69.2
GS- 9 THRU 11	1,126	78	6.9	18	1.6	1	.1	8	.7	1,021	90.7
GS-12 THRU 13	686	33	4.8	9	1.3	1	.1	1	.1	642	93.6
GS-14 THRU 15	293	11	3.8	5	1.7			1	.3	276	94.2
GS-16 THRU 18	47									47	100.0
TOTAL WAGE SYSTEMS.....	43	30	69.8							13	30.2
UP THRU $5,499	7	6	85.7							1	14.3
$ 5,500 THRU $ 6,999	15	11	73.3							4	26.7
$ 7,000 THRU $ 7,999	16	11	68.8							5	31.3
$ 8,000 THRU $ 8,999	2	1	50.0							1	50.0
$ 9,000 THRU $ 9,999	2	1	50.0							1	50.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	4	1	25.0							3	75.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	4	1	25.0							3	75.0

1970 MINORITY GROUP STUDY

TABLE 2-26

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	762	384	50.4	73	9.6	6	.8	7	.9	292	38.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	748	373	49.9	71	9.5	6	.8	7	.9	291	38.9
GS- 1 THRU 4	122	83	68.0	15	12.3	1	.8			23	18.9
GS- 5 THRU 8	169	100	59.2	16	9.5	1	.6	2	1.2	50	29.6
GS- 9 THRU 11	243	104	42.8	19	7.8	2	.8	4	1.6	114	46.9
GS-12 THRU 13	137	54	39.4	16	11.7	1	.7			66	48.2
GS-14 THRU 15	63	22	34.9	5	7.9	1	1.6	1	1.6	34	54.0
GS-16 THRU 18	14	10	71.4							4	28.6
TOTAL WAGE SYSTEMS.....	9	9	100.0								
UP THRU $5,499	2	2	100.0								
$ 5,500 THRU $ 6,999	1	1	100.0								
$ 7,000 THRU $ 7,999	6	6	100.0								
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5	2	40.0	2	40.0					1	20.0
UP THRU $6,499	1			1	100.0						
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	4	2	50.0	1	25.0					1	25.0

1969 MINORITY GROUP STUDY

TABLE 2-26a

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	568	291	51.2	39	6.9	2	.4	2	.4	234	41.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	555	281	50.6	38	6.8	2	.4	2	.4	232	41.8
GS- 1 THRU 4	117	84	71.8	6	5.1					27	23.1
GS- 5 THRU 8	111	65	58.6	6	5.4			2	1.8	38	34.2
GS- 9 THRU 11	157	66	42.0	9	5.7	1	.6			81	51.6
GS-12 THRU 13	105	38	36.2	12	11.4	1	1.0			54	51.4
GS-14 THRU 15	55	22	40.0	5	9.1					28	50.9
GS-16 THRU 18	10	6	60.0							4	40.0
TOTAL WAGE SYSTEMS.....	9	9	100.0								
UP THRU $5,499	2	2	100.0								
$ 5,500 THRU $ 6,999	7	7	100.0								
$ 7,000 THRU $ 7,999											
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	4	1	25.0	1	25.0					2	50.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	4	1	25.0	1	25.0					2	50.0

1970 MINORITY GROUP STUDY

TABLE 2-27

FEDERAL COMMUNICATIONS COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,513	283	18.7	12	.8	2	.1	5	.3	1,211	80.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,470	258	17.6	10	.7	2	.1	5	.3	1,195	81.3
GS- 1 THRU 4	191	103	53.9	2	1.0					86	45.0
GS- 5 THRU 8	447	114	25.5	5	1.1	1	.2	1	.2	326	72.9
GS- 9 THRU 11	261	20	7.7	2	.8			2	.8	237	90.8
GS-12 THRU 13	297	17	5.7	1	.3	1	.3	1	.3	277	93.3
GS-14 THRU 15	225	4	1.8					1	.4	220	97.8
GS-16 THRU 18	49									49	100.0
TOTAL WAGE SYSTEMS.....	37	25	67.6	2	5.4					10	27.0
UP THRU $5,499											
$ 5,500 THRU $ 6,999	8	6	75.0							2	25.0
$ 7,000 THRU $ 7,999	12	8	66.7	1	8.3					3	25.0
$ 8,000 THRU $ 8,999	5	3	60.0							2	40.0
$ 9,000 THRU $ 9,999	4	3	75.0	1	25.0						
$10,000 THRU $13,999	7	5	71.4							2	28.6
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	6									6	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	6									6	100.0

1969 MINORITY GROUP STUDY

TABLE 2-27a

FEDERAL COMMUNICATIONS COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,465	250	17.1	11	.8	1	.1	5	.3	1,198	81.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,423	226	15.9	9	.6	1	.1	5	.4	1,182	83.1
GS- 1 THRU 4	202	102	50.5	2	1.0					98	48.5
GS- 5 THRU 8	437	88	20.1	5	1.1	1	.2	1	.2	342	78.3
GS- 9 THRU 11	255	18	7.1	1	.4			2	.8	234	91.8
GS-12 THRU 13	280	15	5.4	1	.4			1	.4	263	93.9
GS-14 THRU 15	202	3	1.5					1	.5	198	98.0
GS-16 THRU 18	47									47	100.0
TOTAL WAGE SYSTEMS.....	35	24	68.6	2	5.7					9	25.7
UP THRU $5,499											
$ 5,500 THRU $ 6,999	14	9	64.3	1	7.1					4	28.6
$ 7,000 THRU $ 7,999	9	6	66.7	1	11.1					2	22.2
$ 8,000 THRU $ 8,999	4	4	100.0								
$ 9,000 THRU $ 9,999	4	4	100.0								
$10,000 THRU $13,999	4	1	25.0							3	75.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	7									7	100.0
UP THRU $5,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	7									7	100.0

1970 MINORITY GROUP STUDY

TABLE 2-28

FEDERAL DEPOSIT INSURANCE CORPORATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,400	138	5.8	14	.6	1		14	.6	2,233	93.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,332	115	4.9	14	.6	1		12	.5	2,190	93.9
GS- 1 THRU 4	247	62	25.1			1	.4	5	2.0	179	72.5
GS- 5 THRU 8	790	37	4.7	6	.8			3	.4	744	94.2
GS- 9 THRU 11	634	11	1.7	5	.8			4	.6	614	96.8
GS-12 THRU 13	441	3	.7	3	.7					435	98.6
GS-14 THRU 15	179	2	1.1							177	98.9
GS-16 THRU 18	41									41	100.0
TOTAL WAGE SYSTEMS.....	17	16	94.1							1	5.9
UP THRU $5,499	2	2	100.0								
$ 5,500 THRU $ 6,999	3	3	100.0								
$ 7,000 THRU $ 7,999	7	6	85.7							1	14.3
$ 8,000 THRU $ 8,999	3	3	100.0								
$ 9,000 THRU $ 9,999	1	1	100.0								
$10,000 THRU $13,999	1	1	100.0								
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	51	7	13.7					2	3.9	42	82.4
UP THRU $6,499	33	5	15.2					2	6.1	26	78.8
$ 6,500 THRU $ 9,999	11	2	18.2							9	81.8
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER	2									2	100.0

1969 MINORITY GROUP STUDY

TABLE 2-28a

FEDERAL DEPOSIT INSURANCE CORPORATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,161	125	5.8	8	.4	1		8	.4	2,019	93.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,097	103	4.9	8	.4	1		8	.4	1,977	94.3
GS- 1 THRU 4	252	61	24.2	1	.4	1	.4	3	1.2	186	73.8
GS- 5 THRU 8	689	23	3.3	2	.3			2	.3	662	96.1
GS- 9 THRU 11	558	16	2.9	2	.4			2	.4	538	96.4
GS-12 THRU 13	404	1	.2	3	.7					400	99.0
GS-14 THRU 15	152	2	1.3							150	98.7
GS-16 THRU 18	42							1	2.4	41	97.6
TOTAL WAGE SYSTEMS.....	13	12	92.3							1	7.7
UP THRU $5,499											
$ 5,500 THRU $ 6,999	7	6	85.7							1	14.3
$ 7,000 THRU $ 7,999	4	4	100.0								
$ 8,000 THRU $ 8,999	2	2	100.0								
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	51	10	19.6							41	80.4
UP THRU $6,499	40	9	22.5							31	77.5
$ 6,500 THRU $ 9,999	8	1	12.5							7	87.5
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	2									2	100.0

1970 MINORITY GROUP STUDY

TABLE 2-29

FEDERAL HOME LOAN BANK BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,231	82	6.7	10	.8	2	.2	7	.6	1,130	91.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,209	74	6.1	10	.8	2	.2	7	.6	1,116	92.3
GS- 1 THRU 4	141	37	26.2			1	.7	1	.7	102	72.3
GS- 5 THRU 8	223	26	11.7	2	.9	1	.4	2	.9	192	86.1
GS- 9 THRU 11	292	7	2.4	2	.7			2	.7	281	96.2
GS-12 THRU 13	407	2	.5	6	1.5			2	.5	397	97.5
GS-14 THRU 15	137	2	1.5							135	98.5
GS-16 THRU 18	9									9	100.0
TOTAL WAGE SYSTEMS.....	19	8	42.1							11	57.9
UP THRU $5,499	1	1	100.0								
$ 5,500 THRU $ 6,999	4	4	100.0								
$ 7,000 THRU $ 7,999	7	2	28.6							5	71.4
$ 8,000 THRU $ 8,999	1									1	100.0
$ 9,000 THRU $ 9,999	2	1	50.0							1	50.0
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	3									3	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	3									3	100.0

1969 MINORITY GROUP STUDY

TABLE 2-29a

FEDERAL HOME LOAN BANK BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,185	76	6.4	5	.4	1	.1	8	.7	1,095	92.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,163	68	5.8	5	.4	1	.1	8	.7	1,081	92.9
GS- 1 THRU 4	128	35	27.3	1	.8	1	.8	1	.8	90	70.3
GS- 5 THRU 8	191	22	11.5					3	1.6	166	86.9
GS- 9 THRU 11	327	10	3.1	1	.3			2	.6	314	96.0
GS-12 THRU 13	384	1	.3	3	.8			2	.5	378	98.4
GS-14 THRU 15	125									125	100.0
GS-16 THRU 18	8									8	100.0
TOTAL WAGE SYSTEMS.....	19	8	42.1							11	57.9
UP THRU $5,499	1	1	100.0								
$ 5,500 THRU $ 6,999	8	6	75.0							2	25.0
$ 7,000 THRU $ 7,999	3									3	100.0
$ 8,000 THRU $ 8,999	3	1	33.3							2	66.7
$ 9,000 THRU $ 9,999	2									2	100.0
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	3									3	100.0
UP THRU $5,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	3									3	100.0

1970 MINORITY GROUP STUDY

TABLE 2-30

FEDERAL POWER COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,081	232	21.5	6	.6	2	.2	13	1.2	828	76.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,052	212	20.2	6	.6	2	.2	13	1.2	819	77.9
GS- 1 THRU 4	88	61	69.3							27	30.7
GS- 5 THRU 8	284	114	40.1	1	.4			3	1.1	166	58.5
GS- 9 THRU 11	162	15	9.3	1	.6			4	2.5	142	87.7
GS-12 THRU 13	270	15	5.6	4	1.5	1	.4	2	.7	248	91.9
GS-14 THRU 15	200	7	3.5			1	.5	3	1.5	189	94.5
GS-16 THRU 18	48							1	2.1	47	97.9
TOTAL WAGE SYSTEMS.....	24	20	83.3							4	16.7
UP THRU $5,499											
$ 5,500 THRU $ 6,999	4	4	100.0								
$ 7,000 THRU $ 7,999	5	5	100.0								
$ 8,000 THRU $ 8,999	8	8	100.0								
$ 9,000 THRU $ 9,999	2	1	50.0							1	50.0
$10,000 THRU $13,999	5	2	40.0							3	60.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	5									5	100.0

1969 MINORITY GROUP STUDY

TABLE 2-30a

FEDERAL POWER COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,062	209	19.7	5	.5	1	.1	12	1.1	835	78.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,035	191	18.5	5	.5	1	.1	12	1.2	826	79.8
GS- 1 THRU 4	90	64	71.1							26	28.9
GS- 5 THRU 8	273	90	33.0	1	.4			1	.4	181	66.3
GS- 9 THRU 11	166	16	9.6					3	1.8	147	88.6
GS-12 THRU 13	268	15	5.6	4	1.5			4	1.5	245	91.4
GS-14 THRU 15	196	6	3.1			1	.5	3	1.5	186	94.9
GS-16 THRU 18	42							1	2.4	41	97.6
TOTAL WAGE SYSTEMS.....	22	18	81.8							4	18.2
UP THRU $5,499	1	1	100.0								
$ 5,500 THRU $ 6,999	6	6	100.0								
$ 7,000 THRU $ 7,999	9	8	88.9							1	11.1
$ 8,000 THRU $ 8,999	1	1	100.0								
$ 9,000 THRU $ 9,999	3	2	66.7							1	33.3
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	5									5	100.0

1970 MINORITY GROUP STUDY

TABLE 2-31

FEDERAL TRADE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,326	247	18.6	7	.5			7	.5	1,065	80.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,300	237	18.2	7	.5			7	.5	1,049	80.7
GS- 1 THRU 4	227	134	59.0	4	1.8			2	.9	87	38.3
GS- 5 THRU 8	358	76	21.2	1	.3			1	.3	280	78.2
GS- 9 THRU 11	165	17	10.3	2	1.2			1	.6	145	87.9
GS-12 THRU 13	255	9	3.5					2	.8	244	95.7
GS-14 THRU 15	263	1	.4					1	.4	261	99.2
GS-16 THRU 18	32									32	100.0
TOTAL WAGE SYSTEMS.....	19	10	52.6							9	47.4
UP THRU $5,499											
$ 5,500 THRU $ 6,999	4	3	75.0							1	25.0
$ 7,000 THRU $ 7,999	5	5	100.0								
$ 8,000 THRU $ 8,999	3	1	33.3							2	66.7
$ 9,000 THRU $ 9,999	2									2	100.0
$10,000 THRU $13,999	5	1	20.0							4	80.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	7									7	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999	1									1	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	6									6	100.0

1969 MINORITY GROUP STUDY

TABLE 2-31a

FEDERAL TRADE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,240	245	19.8	5	.4			6	.5	984	79.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,211	234	19.3	5	.4			6	.5	966	79.8
GS- 1 THRU 4	258	169	65.5	4	1.6			1	.4	84	32.6
GS- 5 THRU 8	277	51	18.4	1	.4			2	.7	223	80.5
GS- 9 THRU 11	200	10	5.0							190	95.0
GS-12 THRU 13	180	4	2.2					2	1.1	174	96.7
GS-14 THRU 15	263							1	.4	262	99.6
GS-16 THRU 18	33									33	100.0
TOTAL WAGE SYSTEMS.....	21	11	52.4							10	47.6
UP THRU $5,499	3	2	66.7							1	33.3
$ 5,500 THRU $ 6,999	7	7	100.0							2	66.7
$ 7,000 THRU $ 7,999	3	1	33.3							2	100.0
$ 8,000 THRU $ 8,999	2									2	66.7
$ 9,000 THRU $ 9,999	3	1	33.3							3	100.0
$10,000 THRU $13,999	3										
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	8									8	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	5									5	100.0

1970 MINORITY GROUP STUDY

TABLE 2-32

GENERAL ACCOUNTING OFFICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,646	662	14.2	28	.6	4	.1	20	.4	3,932	84.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,598	626	13.6	28	.6	4	.1	20	.4	3,920	85.3
GS- 1 THRU 4	580	393	67.8	2	.3			2	.3	183	31.6
GS- 5 THRU 8	931	169	18.2	6	.6			3	.3	753	80.9
GS- 9 THRU 11	1,227	59	4.8	5	.4	2	.2	10	.8	1,151	93.8
GS-12 THRU 13	1,208	5	.4	12	1.0	2	.2	3	.2	1,186	98.2
GS-14 THRU 15	582			2	.3			2	.3	578	99.3
GS-16 THRU 18	70			1	1.4					69	98.6
TOTAL WAGE SYSTEMS.....	45	36	80.0							9	20.0
UP THRU $5,499											
$ 5,500 THRU $ 6,999	14	12	85.7							2	14.3
$ 7,000 THRU $ 7,999	13	12	92.3							1	7.7
$ 8,000 THRU $ 8,999	5	4	80.0							1	20.0
$ 9,000 THRU $ 9,999	9	6	66.7							3	33.3
$10,000 THRU $13,999	4	2	50.0							2	50.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	3									3	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	3									3	100.0

1969 MINORITY GROUP STUDY TABLE 2-32a

GENERAL ACCOUNTING OFFICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,401	624	14.2	29	.7	2		16	.4	3,730	84.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,357	592	13.6	29	.7	2		16	.4	3,718	85.3
GS- 1 THRU 4	600	400	66.7	4	.7			2	.3	194	32.3
GS- 5 THRU 8	917	141	15.4	4	.4			5	.5	767	83.6
GS- 9 THRU 11	1,082	46	4.3	7	.6	1	.1	6	.6	1,022	94.5
GS-12 THRU 13	1,166	4	.3	14	1.2	1	.1	2	.2	1,145	98.2
GS-14 THRU 15	531	1	.2					1	.2	529	99.6
GS-16 THRU 18	61									61	100.0
TOTAL WAGE SYSTEMS.....	41	32	78.0							9	22.0
UP THRU $5,499	9	9	100.0								
$ 5,500 THRU $ 6,999	16	13	81.3							3	18.8
$ 7,000 THRU $ 7,999	5	5	100.0								
$ 8,000 THRU $ 8,999	9	5	55.6							4	44.4
$ 9,000 THRU $ 9,999	2									2	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	3									3	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	3									3	100.0

1970 MINORITY GROUP STUDY

TABLE 2-33

GENERAL SERVICES ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	37,165	13,755	37.0	918	2.5	90	.2	380	1.0	22,022	59.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	18,931	4,553	24.1	294	1.6	37	.2	182	1.0	13,865	73.2
GS- 1 THRU 4	6,305	2,534	40.2	144	2.3	15	.2	48	.8	3,564	56.5
GS- 5 THRU 8	5,796	1,604	27.7	100	1.7	16	.3	65	1.1	4,011	69.2
GS- 9 THRU 11	3,092	296	9.6	31	1.0	4	.1	43	1.4	2,718	87.9
GS-12 THRU 13	2,751	99	3.6	19	.7	1		24	.9	2,608	94.8
GS-14 THRU 15	916	18	2.0			1	.1	2	.2	895	97.7
GS-16 THRU 18	71	2	2.8							69	97.2
TOTAL WAGE SYSTEMS.....	18,222	9,202	50.5	624	3.4	53	.3	198	1.1	8,145	44.7
UP THRU $5,499	1,334	1,059	79.4	66	4.9	3	.2	1	.1	205	15.4
$ 5,500 THRU $ 6,999	7,321	5,052	69.0	266	3.6	13	.2	99	1.4	1,891	25.8
$ 7,000 THRU $ 7,999	2,430	1,044	43.0	112	4.6	8	.3	47	1.9	1,219	50.2
$ 8,000 THRU $ 8,999	2,509	794	31.6	105	4.2	9	.4	18	.7	1,583	63.1
$ 9,000 THRU $ 9,999	2,991	907	30.3	50	1.7	11	.4	19	.6	2,004	67.0
$10,000 THRU $13,999	1,585	344	21.7	25	1.6	9	.6	14	.9	1,193	75.3
$14,000 THRU $17,999	51	2	3.9							49	96.1
$18,000 AND OVER	1									1	100.0
TOTAL OTHER PAY SYSTEMS	12									12	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER	8									8	100.0

1969 MINORITY GROUP STUDY

TABLE 2-33a

GENERAL SERVICES ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	36,274	13,317	36.7	918	2.5	85	.2	389	1.1	21,565	59.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	18,039	4,082	22.6	271	1.5	31	.2	182	1.0	13,473	74.7
GS- 1 THRU 4	6,315	2,316	36.7	142	2.2	12	.2	55	.9	3,790	60.0
GS- 5 THRU 8	5,374	1,439	26.8	83	1.5	14	.3	63	1.2	3,775	70.2
GS- 9 THRU 11	2,891	241	8.3	31	1.1	3	.1	41	1.4	2,575	89.1
GS-12 THRU 13	2,515	72	2.9	15	.6	1		22	.9	2,405	95.6
GS-14 THRU 15	875	13	1.5			1	.1	1	.1	860	98.3
GS-16 THRU 18	69	1	1.4							68	98.6
TOTAL WAGE SYSTEMS.....	18,211	9,235	50.7	647	3.6	54	.3	207	1.1	8,068	44.3
UP THRU $5,499	3,906	3,100	79.4	162	4.1	4	.1	3	.1	637	16.3
$ 5,500 THRU $ 6,999	6,416	3,745	58.4	284	4.4	19	.3	142	2.2	2,226	34.7
$ 7,000 THRU $ 7,999	2,638	1,028	39.0	97	3.7	9	.3	24	.9	1,480	56.1
$ 8,000 THRU $ 8,999	3,198	964	30.1	77	2.4	14	.4	25	.8	2,118	66.2
$ 9,000 THRU $ 9,999	1,193	271	22.7	21	1.8	3	.3	6	.5	892	74.8
$10,000 THRU $13,999	848	127	15.0	6	.7	5	.6	7	.8	703	82.9
$14,000 THRU $17,999	11									11	100.0
$18,000 AND OVER	1									1	100.0
TOTAL OTHER PAY SYSTEMS	24									24	100.0
UP THRU $5,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	10									10	100.0
$26,000 AND OVER	10									10	100.0

1970 MINORITY GROUP STUDY

TABLE 2-34

GOVERNMENT PRINTING OFFICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,514	3,636	48.4	38	.5	6	.1	12	.2	3,822	50.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,548	829	53.6	6	.4	3	.2	4	.3	706	45.6
GS- 1 THRU 4	757	568	75.0	5	.7	1	.1			183	24.2
GS- 5 THRU 8	508	241	47.4	1	.2	2	.4	3	.6	261	51.4
GS- 9 THRU 11	128	16	12.5					1	.8	111	86.7
GS-12 THRU 13	84	4	4.8							80	95.2
GS-14 THRU 15	51									51	100.0
GS-16 THRU 18	20									20	100.0
TOTAL WAGE SYSTEMS.....	5,948	2,807	47.2	32	.5	3	.1	8	.1	3,098	52.1
UP THRU $5,499	8	7	87.5							1	12.5
$ 5,500 THRU $ 6,999	1,379	1,138	82.5	10	.7	1	.1	2	.1	228	16.5
$ 7,000 THRU $ 7,999	834	761	91.2	1	.1			1	.1	71	8.5
$ 8,000 THRU $ 8,999	547	480	87.8	1	.2					66	12.1
$ 9,000 THRU $ 9,999	151	89	58.9	4	2.6			1	.7	57	37.7
$10,000 THRU $13,999	2,708	315	11.6	16	.6	2	.1	4	.1	2,371	87.6
$14,000 THRU $17,999	321	17	5.3							304	94.7
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	18									18	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	14									14	100.0
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER	2									2	100.0

1969 MINORITY GROUP STUDY

TABLE 2-34a

GOVERNMENT PRINTING OFFICE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,417	3,528	47.6	33	.4	6	.1	10	.1	3,840	51.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,460	791	54.2	4	.3	3	.2	2	.1	660	45.2
GS- 1 THRU 4	799	599	75.0	3	.4	1	.1	1	.1	195	24.4
GS- 5 THRU 8	406	179	44.1	1	.2	2	.5			224	55.2
GS- 9 THRU 11	125	11	8.8					1	.8	113	90.4
GS-12 THRU 13	72	2	2.8							70	97.2
GS-14 THRU 15	49									49	100.0
GS-16 THRU 18	9									9	100.0
TOTAL WAGE SYSTEMS.....	5,942	2,737	46.1	29	.5	3	.1	8	.1	3,165	53.3
UP THRU $5,499	261	240	92.0	2	.8			2	.8	17	6.5
$ 5,500 THRU $ 6,999	2,007	1,683	83.9	9	.4	1		1		313	15.6
$ 7,000 THRU $ 7,999	443	385	86.9	2	.5					56	12.6
$ 8,000 THRU $ 8,999	224	133	59.4	3	1.3			2	.9	86	38.4
$ 9,000 THRU $ 9,999	135	41	30.4	4	3.0	1	.7			89	65.9
$10,000 THRU $13,999	2,856	255	8.9	9	.3	1		3	.1	2,588	90.6
$14,000 THRU $17,999	16									16	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	15									15	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999	10									10	100.0
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER	2									2	100.0

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1970 MINORITY GROUP STUDY

TABLE 2-35

UNITED STATES INFORMATION AGENCY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,559	681	14.9	77	1.7	1		145	3.2	3,655	80.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,323	563	24.2	54	2.3	1		124	5.3	1,581	68.1
GS- 1 THRU 4	310	194	62.6	2	.6					114	36.8
GS- 5 THRU 8	561	264	47.1	8	1.4	1	.2	2	.4	286	51.0
GS- 9 THRU 11	577	87	15.1	24	4.2			97	16.8	369	64.0
GS-12 THRU 13	582	14	2.4	19	3.3			23	4.0	526	90.4
GS-14 THRU 15	267	4	1.5	1	.4			2	.7	260	97.4
GS-16 THRU 18	26									26	100.0
TOTAL WAGE SYSTEMS.....	415	49	11.8	4	1.0			2	.5	360	86.7
UP THRU $5,499											
$ 5,500 THRU $ 6,999	20	10	50.0	1	5.0					9	45.0
$ 7,000 THRU $ 7,999	38	16	42.1	1	2.6					21	55.3
$ 8,000 THRU $ 8,999	15	11	73.3							4	26.7
$ 9,000 THRU $ 9,999	9	3	33.3							6	66.7
$10,000 THRU $13,999	121	6	5.0					1	.8	114	94.2
$14,000 THRU $17,999	212	3	1.4	2	.9			1	.5	206	97.2
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1,821	69	3.8	19	1.0			19	1.0	1,714	94.1
UP THRU $6,499	1									1	100.0
$ 6,500 THRU $ 9,999	186	13	7.0	4	2.2			3	1.6	166	89.2
$10,000 THRU $13,999	341	11	3.2	7	2.1			5	1.5	318	93.3
$14,000 THRU $17,999	352	15	4.3	5	1.4			3	.9	329	93.5
$18,000 THRU $25,999	719	24	3.3	2	.3			6	.8	687	95.5
$26,000 AND OVER	222	6	2.7	1	.5			2	.9	213	95.9

1969 MINORITY GROUP STUDY TABLE 2-35a

UNITED STATES INFORMATION AGENCY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,838	691	14.3	79	1.6			155	3.2	3,913	80.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,431	575	23.7	53	2.2			138	5.7	1,665	68.5
GS- 1 THRU 4	342	213	62.3	1	.3					128	37.4
GS- 5 THRU 8	593	264	44.5	7	1.2			3	.5	319	53.8
GS- 9 THRU 11	625	81	13.0	28	4.5			114	18.2	402	64.3
GS-12 THRU 13	573	14	2.4	16	2.8			20	3.5	523	91.3
GS-14 THRU 15	271	3	1.1	1	.4			1	.4	266	98.2
GS-16 THRU 18	27									27	100.0
TOTAL WAGE SYSTEMS.....	435	53	12.2	5	1.1			2	.5	375	86.2
UP THRU $5,499	4	4	100.0								
$ 5,500 THRU $ 6,999	41	17	41.5	3	7.3					21	51.2
$ 7,000 THRU $ 7,999	38	19	50.0							19	50.0
$ 8,000 THRU $ 8,999	15	3	20.0							12	80.0
$ 9,000 THRU $ 9,999	15	6	40.0							9	60.0
$10,000 THRU $13,999	271	4	1.5	2	.7			2	.7	263	97.0
$14,000 THRU $17,999	51									51	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	1,972	63	3.2	21	1.1			15	.8	1,873	95.0
UP THRU $6,499	20							1	5.0	19	95.0
$ 6,500 THRU $ 9,999	231	13	5.6	9	3.9			2	.9	207	89.6
$10,000 THRU $13,999	388	8	2.1	8	2.1			2	.5	370	95.4
$14,000 THRU $17,999	390	20	5.1	2	.5			2	.5	366	93.8
$18,000 THRU $25,999	727	18	2.5	1	.1			7	1.0	701	96.4
$26,000 AND OVER	216	4	1.9	1	.5			1	.5	210	97.2

1970 MINORITY GROUP STUDY

TABLE 2-36

INTERSTATE COMMERCE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,746	360	20.6	5	.3			5	.3	1,376	78.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,702	335	19.7	5	.3			5	.3	1,357	79.7
GS- 1 THRU 4	288	205	71.2							80	27.8
GS- 5 THRU 8	455	115	25.3	2	.4			3	1.0	336	73.8
GS- 9 THRU 11	297	12	4.0	1	.3			2	.4	284	95.6
GS-12 THRU 13	364	3	.8	2	.5					359	98.6
GS-14 THRU 15	183									183	100.0
GS-16 THRU 18	115									115	100.0
TOTAL WAGE SYSTEMS.....	33	25	75.8							8	24.2
UP THRU $5,499											
$ 5,500 THRU $ 6,999	7	7	100.0								
$ 7,000 THRU $ 7,999	4	4	100.0								
$ 8,000 THRU $ 8,999	10	8	80.0							2	20.0
$ 9,000 THRU $ 9,999	5	5	100.0								
$10,000 THRU $13,999	7	1	14.3							6	85.7
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	11									11	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	11									11	100.0

1969 MINORITY GROUP STUDY

TABLE 2-36a

INTERSTATE COMMERCE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,801	366	20.3	5	.3			6	.3	1,424	79.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,749	332	19.0	5	.3			6	.3	1,406	80.4
GS- 1 THRU 4	316	216	68.4	2	.6			3	.9	95	30.1
GS- 5 THRU 8	426	101	23.7					3	.7	322	75.6
GS- 9 THRU 11	302	13	4.3	1	.3					288	95.4
GS-12 THRU 13	396	1	.3	2	.5					393	99.2
GS-14 THRU 15	183	1	.5							182	99.5
GS-16 THRU 18	126									126	100.0
TOTAL WAGE SYSTEMS.....	42	34	81.0							8	19.0
UP THRU $5,499	2	2	100.0								
$ 5,500 THRU $ 6,999	6	6	100.0								
$ 7,000 THRU $ 7,999	12	12	100.0								
$ 8,000 THRU $ 8,999	14	12	85.7							2	14.3
$ 9,000 THRU $ 9,999	2	2	100.0								
$10,000 THRU $13,999	6									6	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	10									10	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	10									10	100.0

1970 MINORITY GROUP STUDY

TABLE 2-37

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	30,326	934	3.1	226	.7	27	.1	193	.6	28,946	95.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	27,278	725	2.7	174	.6	22	.1	176	.6	26,181	96.0
GS- 1 THRU 4	1,492	135	9.0	13	.9	2	.1	4	.3	1,338	89.7
GS- 5 THRU 8	4,391	244	5.6	28	.6	5	.1	27	.6	4,087	93.1
GS- 9 THRU 11	5,704	161	2.8	44	.8	4	.1	24	.4	5,471	95.9
GS-12 THRU 13	9,931	162	1.6	68	.7	8	.1	81	.8	9,612	96.8
GS-14 THRU 15	5,462	22	.4	21	.4	3	.1	40	.7	5,376	98.4
GS-16 THRU 18	298	1	.3							297	99.7
TOTAL WAGE SYSTEMS.....	2,656	209	7.9	52	2.0	5	.2	16	.6	2,374	89.4
UP THRU $5,499	5									5	100.0
$ 5,500 THRU $ 6,999	96	35	36.5	1	1.0					60	62.5
$ 7,000 THRU $ 7,999	145	49	33.8	3	2.1			3	2.1	90	62.1
$ 8,000 THRU $ 8,999	229	52	22.7	5	2.2					172	75.1
$ 9,000 THRU $ 9,999	395	39	9.9	8	2.0			2	.5	346	87.6
$10,000 THRU $13,999	1,644	33	2.0	33	2.0	5	.3	10	.6	1,563	95.1
$14,000 THRU $17,999	141	1	.7	2	1.4			1	.7	137	97.2
$18,000 AND OVER	1									1	100.0
TOTAL OTHER PAY SYSTEMS	392							1	.3	391	99.7
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	392							1	.3	391	99.7

1969 MINORITY GROUP STUDY

TABLE 2-37a

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	32,350	1,013	3.1	240	.7	19	.1	202	.6	30,876	95.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	28,695	740	2.6	182	.6	18	.1	183	.6	27,572	96.1
GS- 1 THRU 4	2,079	182	8.8	17	.8	2	.1	8	.4	1,870	89.9
GS- 5 THRU 8	4,504	221	4.9	30	.7	4	.1	26	.6	4,223	93.8
GS- 9 THRU 11	6,147	189	3.1	48	.8	2		26	.4	5,882	95.7
GS-12 THRU 13	9,979	128	1.3	66	.7	7	.1	76	.8	9,702	97.2
GS-14 THRU 15	5,672	18	.3	21	.4	3	.1	47	.8	5,583	98.4
GS-16 THRU 18	314	2	.6							312	99.4
TOTAL WAGE SYSTEMS.....	3,263	273	8.4	58	1.8	1		18	.6	2,913	89.3
UP THRU $5,499	48	12	25.0							36	75.0
$ 5,500 THRU $ 6,999	323	113	35.0	4	1.2			3	.9	203	62.8
$ 7,000 THRU $ 7,999	364	79	21.7	10	2.7			3	.8	272	74.7
$ 8,000 THRU $ 8,999	479	35	7.3	3	.6			2	.4	439	91.6
$ 9,000 THRU $ 9,999	1,160	23	2.0	23	2.0	1	.1	8	.7	1,105	95.3
$10,000 THRU $13,999	820	11	1.3	16	2.0			2	.2	791	96.5
$14,000 THRU $17,999	69			2	2.9					67	97.1
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	392							1	.3	391	99.7
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	6									6	100.0
$26,000 AND OVER	386							1	.3	385	99.7

1970 MINORITY GROUP STUDY

TABLE 2-38

NATIONAL LABOR RELATIONS BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,081	310	14.9	19	.9	5	.2	18	.9	1,729	83.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,052	287	14.0	19	.9	5	.2	18	.9	1,723	84.0
GS- 1 THRU 4	245	98	40.0	7	2.9	3	1.2	6	2.4	131	53.5
GS- 5 THRU 8	541	120	22.2	6	1.1	1	.2	11	2.0	403	74.5
GS- 9 THRU 11	173	31	17.9			1	.6	1	.6	140	80.9
GS-12 THRU 13	613	29	4.7	5	.8					579	94.5
GS-14 THRU 15	341	6	1.8	1	.3					334	97.9
GS-16 THRU 18	139	3	2.2							136	97.8
TOTAL WAGE SYSTEMS.....	24	22	91.7							2	8.3
UP THRU $5,499											
$ 5,500 THRU $ 6,999	5	5	100.0								
$ 7,000 THRU $ 7,999	6	6	100.0								
$ 8,000 THRU $ 8,999	7	6	85.7							1	14.3
$ 9,000 THRU $ 9,999	4	4	100.0								
$10,000 THRU $13,999	2	1	50.0							1	50.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5	1	20.0							4	80.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	5	1	20.0							4	80.0

1969 MINORITY GROUP STUDY

TABLE 2-38a

NATIONAL LABOR RELATIONS BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,173	301	13.9	18	.8	8	.4	15	.7	1,831	84.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,141	277	12.9	18	.8	8	.4	15	.7	1,823	85.1
GS- 1 THRU 4	277	99	35.7	8	2.9	5	1.8	6	2.2	159	57.4
GS- 5 THRU 8	523	117	22.4	3	.6	2	.4	8	1.5	393	75.1
GS- 9 THRU 11	255	25	9.8	1	.4	1	.4	1	.4	227	89.0
GS-12 THRU 13	609	27	4.4	5	.8					577	94.7
GS-14 THRU 15	350	6	1.7	1	.3					343	98.0
GS-16 THRU 18	127	3	2.4							124	97.6
TOTAL WAGE SYSTEMS.....	26	23	88.5							3	11.5
UP THRU $5,499	2	2	100.0								
$ 5,500 THRU $ 6,999	11	10	90.9							1	9.1
$ 7,000 THRU $ 7,999	10	9	90.0							1	10.0
$ 8,000 THRU $ 8,999	1	1	100.0								
$ 9,000 THRU $ 9,999	1	1	100.0								
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	6	1	16.7							5	83.3
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	6	1	16.7							5	83.3

1970 MINORITY GROUP STUDY

TABLE 2-39

NATIONAL SCIENCE FOUNDATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	981	186	19.0	7	.7			7	.7	781	79.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	956	174	18.2	7	.7			7	.7	768	80.3
GS- 1 THRU 4	57	37	64.9							20	35.1
GS- 5 THRU 8	346	112	32.4	4	1.2			1	.3	229	66.2
GS- 9 THRU 11	96	15	15.6							81	84.4
GS-12 THRU 13	123	2	1.6	2	1.6			3	2.4	116	94.3
GS-14 THRU 15	232	7	3.0					1	.4	224	96.6
GS-16 THRU 18	102	1	1.0	1	1.0			2	2.0	98	96.1
TOTAL WAGE SYSTEMS.....	13	12	92.3							1	7.7
UP THRU $5,499											
$ 5,500 THRU $ 6,999	3	3	100.0								
$ 7,000 THRU $ 7,999	4	4	100.0								
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999	3	3	100.0								
$10,000 THRU $13,999	3	2	66.7							1	33.3
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	12									12	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	7									7	100.0

1969 MINORITY GROUP STUDY

TABLE 2-39a

NATIONAL SCIENCE FOUNDATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	931	146	15.7	5	.5			7	.8	773	83.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	912	137	15.0	5	.5			7	.8	763	83.7
GS- 1 THRU 4	63	31	49.2							32	50.8
GS- 5 THRU 8	330	92	27.9	3	.9			2	.6	233	70.6
GS- 9 THRU 11	97	9	9.3	1	1.0			1	1.0	86	88.7
GS-12 THRU 13	124	2	1.6					1	.8	121	97.6
GS-14 THRU 15	214	2	.9					2	.9	210	98.1
GS-16 THRU 18	84	1	1.2	1	1.2			1	1.2	81	96.4
TOTAL WAGE SYSTEMS.....	10	9	90.0							1	10.0
UP THRU $5,499											
$ 5,500 THRU $ 6,999	3	3	100.0								
$ 7,000 THRU $ 7,999	2	2	100.0								
$ 8,000 THRU $ 8,999	1	1	100.0								
$ 9,000 THRU $ 9,999	3	3	100.0								
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	9									9	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	5									5	100.0
$26,000 AND OVER	2									2	100.0

1970 MINORITY GROUP STUDY

TABLE 2-40

OFFICE OF ECONOMIC OPPORTUNITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,577	863	33.5	114	4.4	17	.7	23	.9	1,560	60.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,566	859	33.5	114	4.4	17	.7	23	.9	1,553	60.5
GS- 1 THRU 4	290	169	58.3	21	7.2	1	.3	1	.3	98	33.8
GS- 5 THRU 8	668	342	51.2	29	4.3			5	.7	292	43.7
GS- 9 THRU 11	419	130	31.0	15	3.6	3	.7	1	.2	270	64.4
GS-12 THRU 13	697	139	19.9	29	4.2	9	1.3	11	1.6	509	73.0
GS-14 THRU 15	455	75	16.5	17	3.7	4	.9	5	1.1	354	77.8
GS-16 THRU 18	37	4	10.8	3	8.1					30	81.1
TOTAL WAGE SYSTEMS.....	6	4	66.7							2	33.3
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999	4	3	75.0							1	25.0
$ 8,000 THRU $ 8,999	1									1	100.0
$ 9,000 THRU $ 9,999	1	1	100.0								
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	5									5	100.0

1969 MINORITY GROUP STUDY

TABLE 2-40a

OFFICE OF ECONOMIC OPPORTUNITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,132	669	31.4	69	3.2	12	.6	15	.7	1,367	64.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,121	663	31.3	68	3.2	12	.6	15	.7	1,363	64.3
GS- 1 THRU 4	205	116	56.6	7	3.4	1	.5	1	.5	80	39.0
GS- 5 THRU 8	593	317	53.5	14	2.4	2	.3	2	.3	258	43.5
GS- 9 THRU 11	365	84	23.0	14	3.8	1	.3	5	1.4	261	71.5
GS-12 THRU 13	584	103	17.6	23	3.9	5	.9	6	1.0	447	76.5
GS-14 THRU 15	335	41	12.2	8	2.4	3	.9	1	.3	282	84.2
GS-16 THRU 18	39	2	5.1	2	5.1					35	89.7
TOTAL WAGE SYSTEMS.....	9	6	66.7	1	11.1					2	22.2
UP THRU $5,499	1			1	100.0						
$ 5,500 THRU $ 6,999	6	4	66.7							2	33.3
$ 7,000 THRU $ 7,999	2	2	100.0								
$ 8,000 THRU $ 8,999											
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2									2	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	2									2	100.0

1970 MINORITY GROUP STUDY

TABLE 2-41

PANAMA CANAL COMPANY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,373	62	2.6	128	5.4	2	.1	11	.5	2,170	91.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	967	18	1.9	60	6.2			4	.4	885	91.5
GS- 1 THRU 4	135	15	11.1	13	9.6			2	1.5	105	77.8
GS- 5 THRU 8	302	2	.7	26	8.6					274	90.7
GS- 9 THRU 11	289			11	3.8			1	.3	277	95.8
GS-12 THRU 13	203	1	.5	10	4.9			1	.5	191	94.1
GS-14 THRU 15	38									38	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	1,199	44	3.7	66	5.5	2	.2	5	.4	1,082	90.2
UP THRU $5,499	113	26	23.0	22	19.5			1	.9	64	56.6
$ 5,500 THRU $ 6,999	53	11	20.8	16	30.2					26	49.1
$ 7,000 THRU $ 7,999	37	2	5.4	5	13.5					30	81.1
$ 8,000 THRU $ 8,999	185	2	1.1	9	4.9	1	.5			173	93.5
$ 9,000 THRU $ 9,999	274	2	.7	7	2.6	1	.4	4	1.5	260	94.9
$10,000 THRU $13,999	387			5	1.3					382	98.7
$14,000 THRU $17,999	147	1	.7	2	1.4					144	98.0
$18,000 AND OVER	3									3	100.0
TOTAL OTHER PAY SYSTEMS	207			2	1.0			2	1.0	203	98.1
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999	29									29	100.0
$18,000 THRU $25,999	169			2	1.2			2	1.2	165	97.6
$26,000 AND OVER	9									9	100.0

1969 MINORITY GROUP STUDY

TABLE 2-41a

PANAMA CANAL COMPANY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,408	65	2.7	115	4.8	1		10	.4	2,217	92.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	954	20	2.1	53	5.6			6	.6	875	91.7
GS- 1 THRU 4	122	17	13.9	14	11.5			3	2.5	88	72.1
GS- 5 THRU 8	312	2	.6	23	7.4					287	92.0
GS- 9 THRU 11	290			7	2.4			3	1.0	280	96.6
GS-12 THRU 13	195	1	.5	9	4.6					185	94.9
GS-14 THRU 15	35									35	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	1,251	45	3.6	62	5.0	1	.1	4	.3	1,139	91.0
UP THRU $5,499	115	25	21.7	23	20.0			1	.9	66	57.4
$ 5,500 THRU $ 6,999	82	10	12.2	12	14.6					60	73.2
$ 7,000 THRU $ 7,999	6	6	100.0								
$ 8,000 THRU $ 8,999	194	3	1.5	17	8.8	1	.5	1	.5	172	88.7
$ 9,000 THRU $ 9,999	466			3	.6					463	99.4
$10,000 THRU $13,999	298	1	.3	2	.7					295	99.0
$14,000 THRU $17,999	84			4	4.8			1	1.2	79	94.0
$18,000 AND OVER	6			1	16.7			1	16.7	4	66.7
TOTAL OTHER PAY SYSTEMS	203									203	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999	8									8	100.0
$14,000 THRU $17,999	60									60	100.0
$18,000 THRU $25,999	127									127	100.0
$26,000 AND OVER	8									8	100.0

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1970 MINORITY GROUP STUDY

TABLE 2-42

RAILROAD RETIREMENT BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,738	472	27.2	27	1.6	3	.2	6	.3	1,230	70.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,709	456	26.7	27	1.6	3	.2	6	.4	1,217	71.2
GS- 1 THRU 4	490	284	58.0	20	4.1			1	.2	185	37.8
GS- 5 THRU 8	568	131	23.1	4	.7	2	.4	2	.4	429	75.5
GS- 9 THRU 11	440	35	8.0	3	.7	1	.2	2	.5	399	90.7
GS-12 THRU 13	146	5	3.4					1	.7	140	95.9
GS-14 THRU 15	56	1	1.8							55	98.2
GS-16 THRU 18	9									9	100.0
TOTAL WAGE SYSTEMS.....	27	16	59.3							11	40.7
UP THRU $5,499											
$ 5,500 THRU $ 6,999	5	3	60.0							2	40.0
$ 7,000 THRU $ 7,999	8	7	87.5							1	12.5
$ 8,000 THRU $ 8,999	5	4	80.0							1	20.0
$ 9,000 THRU $ 9,999	6	1	16.7							5	83.3
$10,000 THRU $13,999	3	1	33.3							2	66.7
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2									2	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	2									2	100.0

1969 MINORITY GROUP STUDY

TABLE 2-42a

RAILROAD RETIREMENT BOARD

FULL-TIME EMPLOYMENT AS OF NOVEMBER 31,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,691	459	27.1	16	.9	1	.1	4	.2	1,211	71.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,660	442	26.6	16	1.0	1	.1	4	.2	1,197	72.1
GS- 1 THRU 4	462	287	62.1	9	1.9					166	35.9
GS- 5 THRU 8	547	121	22.1	4	.7			2	.4	420	76.8
GS- 9 THRU 11	447	28	6.3	3	.7	1	.2	2	.4	413	92.4
GS-12 THRU 13	139	5	3.6							134	96.4
GS-14 THRU 15	56	1	1.8							55	98.2
GS-16 THRU 18	9									9	100.0
TOTAL WAGE SYSTEMS.....	28	17	60.7							11	39.3
UP THRU $5,499											
$ 5,500 THRU $ 6,999	10	9	90.0							1	10.0
$ 7,000 THRU $ 7,999	8	6	75.0							2	25.0
$ 8,000 THRU $ 8,999	1	1	100.0								
$ 9,000 THRU $ 9,999	6									6	100.0
$10,000 THRU $13,999	3	1	33.3							2	66.7
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	3									3	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	3									3	100.0

1970 MINORITY GROUP STUDY

TABLE 2-43

SECURITIES AND EXCHANGE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,399	233	16.7	14	1.0	3	.2	4	.3	1,145	81.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,375	220	16.0	14	1.0	3	.2	4	.3	1,134	82.5
GS- 1 THRU 4	167	81	48.5	1	.6	1	.6			84	50.3
GS- 5 THRU 8	317	108	34.1	8	2.5	2	.6	3	.9	196	61.8
GS- 9 THRU 11	176	16	9.1	1	.6			1	.6	158	89.8
GS-12 THRU 13	487	9	1.8	4	.8					474	97.3
GS-14 THRU 15	190	6	3.2							184	96.8
GS-16 THRU 18	38									38	100.0
TOTAL WAGE SYSTEMS.....	19	13	68.4							6	31.6
UP THRU $5,499	1	1	100.0								
$ 5,500 THRU $ 6,999	6	5	83.3							1	16.7
$ 7,000 THRU $ 7,999	3	3	100.0								
$ 8,000 THRU $ 8,999	2	1	50.0							1	50.0
$ 9,000 THRU $ 9,999	2	2	100.0								
$10,000 THRU $13,999	5	1	20.0							4	80.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	5									5	100.0

1969 MINORITY GROUP STUDY

TABLE 2-43a

SECURITIES AND EXCHANGE COMMISSION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,359	231	17.0	10	.7	4	.3	5	.4	1,109	81.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,335	218	16.3	10	.7	4	.3	5	.4	1,098	82.2
GS- 1 THRU 4	190	101	53.2			2	1.1	2	1.1	85	44.7
GS- 5 THRU 8	317	94	29.7	5	1.6	2	.6	2	.6	214	67.5
GS- 9 THRU 11	196	10	5.1	1	.5			1	.5	184	93.9
GS-12 THRU 13	413	9	2.2	4	1.0					400	96.9
GS-14 THRU 15	181	4	2.2							177	97.8
GS-16 THRU 18	38									38	100.0
TOTAL WAGE SYSTEMS.....	19	13	68.4							6	31.6
UP THRU $5,499	1	1	100.0								
$ 5,500 THRU $ 6,999	7	6	85.7							1	14.3
$ 7,000 THRU $ 7,999	3	2	66.7							1	33.3
$ 8,000 THRU $ 8,999	1	1	100.0								
$ 9,000 THRU $ 9,999	5	3	60.0							2	40.0
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	5									5	100.0

1970 MINORITY GROUP STUDY

TABLE 2-44

SELECTIVE SERVICE SYSTEM

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,527	447	6.8	102	1.6	12	.2	34	.5	5,932	90.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,145	110	9.6	14	1.2	2	.2	5	.4	1,014	88.6
GS- 1 THRU 4	441	62	14.1	7	1.6	2	.5	1	.2	369	83.7
GS- 5 THRU 8	507	41	8.1	7	1.4			1	.2	458	90.3
GS- 9 THRU 11	108	3	2.8					1	.9	104	96.3
GS-12 THRU 13	42	1	2.4					2	4.8	39	92.9
GS-14 THRU 15	42	3	7.1							39	92.9
GS-16 THRU 18	5									5	100.0
TOTAL WAGE SYSTEMS.....	20	16	80.0							4	20.0
UP THRU $5,499											
$ 5,500 THRU $ 6,999	7	6	85.7							1	14.3
$ 7,000 THRU $ 7,999	4	2	50.0							2	50.0
$ 8,000 THRU $ 8,999	6	5	83.3							1	16.7
$ 9,000 THRU $ 9,999	2	2	100.0								
$10,000 THRU $13,999	1	1	100.0								
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5,362	321	6.0	88	1.6	10	.2	29	.5	4,914	91.6
UP THRU $6,499	2,598	161	6.2	33	1.3	7	.3	19	.7	2,378	91.5
$ 6,500 THRU $ 9,999	2,712	158	5.8	55	2.0	3	.1	10	.4	2,486	91.7
$10,000 THRU $13,999	51	2	3.9							49	96.1
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	1									1	100.0

1969 MINORITY GROUP STUDY

TABLE 2-44a

SELECTIVE SERVICE SYSTEM

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,385	403	6.3	102	1.6	13	.2	26	.4	5,841	91.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,085	88	8.1	13	1.2	2	.2	4	.4	978	90.1
GS- 1 THRU 4	430	49	11.4	5	1.2	2	.5	2	.5	372	86.5
GS- 5 THRU 8	497	34	6.8	8	1.6					455	91.5
GS- 9 THRU 11	94	4	4.3					1	1.1	89	94.7
GS-12 THRU 13	35							1	2.9	34	97.1
GS-14 THRU 15	27	1	3.7							26	96.3
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	18	16	88.9							2	11.1
UP THRU $5,499	1	1	100.0								
$ 5,500 THRU $ 6,999	8	8	100.0								
$ 7,000 THRU $ 7,999	2	1	50.0							1	50.0
$ 8,000 THRU $ 8,999	6	5	83.3							1	16.7
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999	1	1	100.0								
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5,282	299	5.7	89	1.7	11	.2	22	.4	4,861	92.0
UP THRU $6,499	3,847	216	5.6	60	1.6	10	.3	17	.4	3,544	92.1
$ 6,500 THRU $ 9,999	1,429	83	5.8	29	2.0	1	.1	5	.3	1,311	91.7
$10,000 THRU $13,999	6									6	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

1970 MINORITY GROUP STUDY

TABLE 2-45

SMALL BUSINESS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,297	516	12.0	231	5.4	18	.4	23	.5	3,509	81.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,272	496	11.6	230	5.4	18	.4	23	.5	3,505	82.0
GS- 1 THRU 4	946	160	16.9	133	14.1	6	.6	7	.7	640	67.7
GS- 5 THRU 8	1,052	199	18.9	41	3.9	4	.4	7	.7	801	76.1
GS- 9 THRU 11	597	63	10.6	29	4.9	3	.5	7	1.2	495	82.9
GS-12 THRU 13	1,269	66	5.2	19	1.5	4	.3	2	.2	1,178	92.8
GS-14 THRU 15	379	7	1.8	8	2.1	1	.3			363	95.8
GS-16 THRU 18	29	1	3.4							28	96.6
TOTAL WAGE SYSTEMS.....	20	20	100.0								
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999	8	8	100.0								
$ 8,000 THRU $ 8,999	5	5	100.0								
$ 9,000 THRU $ 9,999	5	5	100.0								
$10,000 THRU $13,999	2	2	100.0								
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5			1	20.0					4	80.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	5			1	20.0					4	80.0

1969 MINORITY GROUP STUDY

TABLE 2-45a

SMALL BUSINESS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,072	506	12.4	91	2.2	14	.3	16	.4	3,445	84.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,047	487	12.0	90	2.2	14	.3	16	.4	3,440	85.0
GS- 1 THRU 4	858	176	20.5	35	4.1	5	.6	4	.5	638	74.4
GS- 5 THRU 8	976	197	20.2	19	1.9	3	.3	5	.5	752	77.0
GS- 9 THRU 11	605	57	9.4	16	2.6	2	.3	4	.7	526	86.9
GS-12 THRU 13	1,222	50	4.1	15	1.2	3	.2	3	.2	1,151	94.2
GS-14 THRU 15	354	7	2.0	5	1.4	1	.3			341	96.3
GS-16 THRU 18	32									32	100.0
TOTAL WAGE SYSTEMS.....	20	19	95.0							1	5.0
UP THRU $5,499											
$ 5,500 THRU $ 6,999	5	5	100.0								
$ 7,000 THRU $ 7,999	8	8	100.0								
$ 8,000 THRU $ 8,999	5	5	100.0								
$ 9,000 THRU $ 9,999	1	1	100.0								
$10,000 THRU $13,999											
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	5			1	20.0					4	80.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999											
$26,000 AND OVER	4			1	25.0					3	75.0

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1970 MINORITY GROUP STUDY

TABLE 2-46

SMITHSONIAN INSTITUTION
INCLUDES NATIONAL GALLERY OF ART

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,472	978	39.6	7	.3	6	.2	9	.4	1,472	59.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,756	525	29.9	5	.3	6	.3	8	.5	1,212	69.0
GS- 1 THRU 4	413	272	65.9	1	.2					140	33.9
GS- 5 THRU 8	521	188	36.1	1	.2	4	.8	2	.4	326	62.6
GS- 9 THRU 11	384	50	13.0	2	.5	1	.3	5	1.3	326	84.9
GS-12 THRU 13	225	11	4.9			1	.4	1	.4	212	94.2
GS-14 THRU 15	184	4	2.2	1	.5					179	97.3
GS-16 THRU 18	29									29	100.0
TOTAL WAGE SYSTEMS.....	678	448	66.1	1	.1			1	.1	228	33.6
UP THRU $5,499	20	20	100.0								
$ 5,500 THRU $ 6,999	225	215	95.6							10	4.4
$ 7,000 THRU $ 7,999	93	80	86.0							13	14.0
$ 8,000 THRU $ 8,999	69	48	69.6							21	30.4
$ 9,000 THRU $ 9,999	174	64	36.8	1	.6			1	.6	108	62.1
$10,000 THRU $13,999	96	21	21.9							75	78.1
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	38	5	13.2	1	2.6					32	84.2
UP THRU $6,499											
$ 6,500 THRU $ 9,999	16	4	25.0							12	75.0
$10,000 THRU $13,999	8	1	12.5	1	12.5					6	75.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	5									5	100.0
$26,000 AND OVER	7									7	100.0

1969 MINORITY GROUP STUDY TABLE 2-46a

SMITHSONIAN INSTITUTION
INCLUDES NATIONAL GALLERY OF ART

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,414	949	39.3	8	.3	6	.2	10	.4	1,441	59.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,694	501	29.6	5	.3	6	.4	9	.5	1,173	69.2
GS- 1 THRU 4	423	273	64.5	1	.2			1	.2	148	35.0
GS- 5 THRU 8	502	169	33.7	4	.8	4	.8	2	.4	323	64.3
GS- 9 THRU 11	373	46	12.3			1	.3	4	1.1	322	86.3
GS-12 THRU 13	202	10	5.0			1	.5	2	1.0	189	93.6
GS-14 THRU 15	169	3	1.8							166	98.2
GS-16 THRU 18	25									25	100.0
TOTAL WAGE SYSTEMS.....	677	443	65.4	2	.3					232	34.3
UP THRU $5,499	94	92	97.9							2	2.1
$ 5,500 THRU $ 6,999	221	210	95.0							11	5.0
$ 7,000 THRU $ 7,999	86	57	66.3	1	1.2					28	32.6
$ 8,000 THRU $ 8,999	163	62	38.0	1	.6					100	61.3
$ 9,000 THRU $ 9,999	56	13	23.2							43	76.8
$10,000 THRU $13,999	57	9	15.8							48	84.2
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	43	5	11.6	1	2.3			1	2.3	36	83.7
UP THRU $6,499	1							1	100.0		
$ 6,500 THRU $ 9,999	24	4	16.7	1	4.2					19	79.2
$10,000 THRU $13,999	4	1	25.0							3	75.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	6									6	100.0
$26,000 AND OVER	7									7	100.0

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1970 MINORITY GROUP STUDY

TABLE 2-47

U. S. SOLDIERS' HOME

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,053	526	50.0	5	.5			3	.3	519	49.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	384	223	58.1	1	.3			3	.8	157	40.9
GS- 1 THRU 4	227	180	79.3					1	.4	46	20.3
GS- 5 THRU 8	116	42	36.2							74	63.8
GS- 9 THRU 11	32	1	3.1					2	6.3	29	90.6
GS-12 THRU 13	8			1	12.5					7	87.5
GS-14 THRU 15	1									1	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	429	297	69.2							132	30.8
UP THRU $5,499	17	17	100.0								
$ 5,500 THRU $ 6,999	208	193	92.8							15	7.2
$ 7,000 THRU $ 7,999	65	38	58.5							27	41.5
$ 8,000 THRU $ 8,999	63	37	58.7							26	41.3
$ 9,000 THRU $ 9,999	52	10	19.2							42	80.8
$10,000 THRU $13,999	23	2	8.7							21	91.3
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	240	6	2.5	4	1.7					230	95.8
UP THRU $6,499	234	6	2.6	4	1.7					224	95.7
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER	1									1	100.0

1969 MINORITY GROUP STUDY

TABLE 2-47a

U. S. SOLDIERS' HOME

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,046	541	51.7	1	.1			2	.2	502	48.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	375	219	58.4					2	.5	154	41.1
GS- 1 THRU 4	229	180	78.6							49	21.4
GS- 5 THRU 8	106	38	35.8							68	64.2
GS- 9 THRU 11	31	1	3.2					2	6.5	28	90.3
GS-12 THRU 13	9									9	100.0
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	436	305	70.0							131	30.0
UP THRU $5,499	145	144	99.3							1	.7
$ 5,500 THRU $ 6,999	144	111	77.1							33	22.9
$ 7,000 THRU $ 7,999	78	39	50.0							39	50.0
$ 8,000 THRU $ 8,999	40	8	20.0							32	80.0
$ 9,000 THRU $ 9,999	15	3	20.0							12	80.0
$10,000 THRU $13,999	14									14	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	235	17	7.2	1	.4					217	92.3
UP THRU $6,499	229	17	7.4	1	.4					211	92.1
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	1									1	100.0

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1970 MINORITY GROUP STUDY

TABLE 2-48

TENNESSEE VALLEY AUTHORITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	23,871	1,740	7.3	19	.1	11		30	.1	22,071	92.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....											
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	15,742	1,093	6.9	7		8	.1	3		14,631	92.9
UP THRU $5,499											
$ 5,500 THRU $ 6,999	2,485	546	22.0	5	.2	1		1		1,932	77.7
$ 7,000 THRU $ 7,999	2,082	337	16.2	1		1		1		1,742	83.7
$ 8,000 THRU $ 8,999	3,019	101	3.3			2	.1			2,916	96.6
$ 9,000 THRU $ 9,999	1,009	56	5.6			1	.1	1	.1	951	94.3
$10,000 THRU $13,999	7,119	53	.7	1		3				7,062	99.2
$14,000 THRU $17,999	28									28	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	8,129	647	8.0	12	.1	3		27	.3	7,440	91.5
UP THRU $6,499	1,170	383	32.7	7	.6	1	.1			779	66.6
$ 6,500 THRU $ 9,999	2,588	207	8.0	3	.1	2	.1	3	.1	2,373	91.7
$10,000 THRU $13,999	1,789	44	2.5	2	.1			18	1.0	1,725	96.4
$14,000 THRU $17,999	1,266	10	.8					6	.5	1,250	98.7
$18,000 THRU $25,999	1,177	3	.3							1,174	99.7
$26,000 AND OVER	139									139	100.0

1969 MINORITY GROUP STUDY

TABLE 2-48a

TENNESSEE VALLEY AUTHORITY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	20,346	1,519	7.5	11	.1	15	.1	23	.1	18,778	92.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....											
GS- 1 THRU 4											
GS- 5 THRU 8											
GS- 9 THRU 11											
GS-12 THRU 13											
GS-14 THRU 15											
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	12,953	931	7.2	3		8	.1	2		12,009	92.7
UP THRU $5,499	3,061	659	21.5	2	.1	2	.1	1		2,397	78.3
$ 5,500 THRU $ 6,999	1,985	184	9.3			2	.1			1,799	90.6
$ 7,000 THRU $ 7,999	2,012	25	1.2					1		1,986	98.7
$ 8,000 THRU $ 8,999	1,729	48	2.8							1,681	97.2
$ 9,000 THRU $ 9,999	4,166	15	.4	1		4	.1			4,146	99.5
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	7,393	588	8.0	8	.1	7	.1	21	.3	6,769	91.6
UP THRU $6,499	1,264	394	31.2	6	.5	4	.3	2	.2	858	67.9
$ 6,500 THRU $ 9,999	2,457	152	6.2	1		3	.1	2	.1	2,299	93.6
$10,000 THRU $13,999	1,528	35	2.3	1	.1			14	.9	1,478	96.7
$14,000 THRU $17,999	1,254	5	.4					3	.2	1,246	99.4
$18,000 THRU $25,999	845	2	.2							843	99.8
$26,000 AND OVER	45									45	100.0

1970 MINORITY GROUP STUDY

TABLE 2-49

VETERANS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	149,257	38,827	26.0	3,131	2.1	321	.2	1,262	.8	105,716	70.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	115,997	25,513	22.0	2,080	1.8	230	.2	1,117	1.0	87,057	75.1
GS- 1 THRU 4	44,137	15,174	34.4	959	2.2	110	.2	124	.3	27,770	62.9
GS- 5 THRU 8	33,373	7,659	22.9	591	1.8	71	.2	309	.9	24,743	74.1
GS- 9 THRU 11	23,283	2,238	9.6	234	1.0	32	.1	334	1.4	20,445	87.8
GS-12 THRU 13	8,505	325	3.8	68	.8	11	.1	86	1.0	8,015	94.2
GS-14 THRU 15	6,463	111	1.7	228	3.5	6	.1	264	4.1	5,854	90.6
GS-16 THRU 18	236	6	2.5							230	97.5
TOTAL WAGE SYSTEMS.....	30,762	12,769	41.5	982	3.2	87	.3	130	.4	16,794	54.6
UP THRU $5,499	3,489	2,394	68.6	72	2.1	2	.1	3	.1	1,018	29.2
$ 5,500 THRU $ 6,999	12,943	6,148	47.5	545	4.2	43	.3	35	.3	6,172	47.7
$ 7,000 THRU $ 7,999	5,317	2,371	44.6	164	3.1	11	.2	38	.7	2,733	51.4
$ 8,000 THRU $ 8,999	3,984	933	23.4	106	2.7	16	.4	18	.5	2,911	73.1
$ 9,000 THRU $ 9,999	2,938	599	20.4	59	2.0	10	.3	19	.6	2,251	76.6
$10,000 THRU $13,999	2,051	323	15.7	35	1.7	5	.2	15	.7	1,673	81.6
$14,000 THRU $17,999	40	1	2.5	1	2.5			2	5.0	36	90.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2,498	545	21.8	69	2.8	4	.2	15	.6	1,865	74.7
UP THRU $6,499	1,835	479	26.1	53	2.9	2	.1	4	.2	1,297	70.7
$ 6,500 THRU $ 9,999	342	62	18.1	13	3.8	1	.3	4	1.2	262	76.6
$10,000 THRU $13,999	145	1	.7	1	.7			1	.7	142	97.9
$14,000 THRU $17,999	118	2	1.7	2	1.7	1	.8	6	5.1	107	90.7
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER	54	1	1.9							53	98.1

1969 MINORITY GROUP STUDY

TABLE 2-49a

VETERANS ADMINISTRATION

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	146,523	38,205	26.1	3,032	2.1	335	.2	1,089	.7	103,862	70.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	113,110	24,719	21.9	2,026	1.8	234	.2	952	.8	85,179	75.3
GS- 1 THRU 4	45,402	15,688	34.6	964	2.1	127	.3	125	.3	28,498	62.8
GS- 5 THRU 8	31,051	6,584	21.2	523	1.7	55	.2	278	.9	23,611	76.0
GS- 9 THRU 11	21,787	2,047	9.4	226	1.0	33	.2	270	1.2	19,211	88.2
GS-12 THRU 13	8,257	288	3.5	68	.8	13	.2	76	.9	7,812	94.6
GS-14 THRU 15	6,381	107	1.7	245	3.8	6	.1	203	3.2	5,820	91.2
GS-16 THRU 18	232	5	2.2							227	97.8
TOTAL WAGE SYSTEMS.....	30,945	12,898	41.7	958	3.1	98	.3	131	.4	16,860	54.5
UP THRU $5,499	5,781	3,424	59.2	163	2.8	20	.3	9	.2	2,165	37.5
$ 5,500 THRU $ 6,999	14,285	6,932	48.5	542	3.8	40	.3	46	.3	6,725	47.1
$ 7,000 THRU $ 7,999	4,774	1,483	31.1	119	2.5	16	.3	31	.6	3,125	65.5
$ 8,000 THRU $ 8,999	3,292	643	19.5	79	2.4	15	.5	22	.7	2,533	76.9
$ 9,000 THRU $ [illegible],999	1,745	306	17.5	41	2.3	4	.2	13	.7	1,381	79.1
$10,000 THRU $13,999	1,065	110	10.3	14	1.3	3	.3	10	.9	928	87.1
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2,468	588	23.8	48	1.9	3	.1	6	.2	1,823	73.9
UP THRU $6,499	1,919	519	27.0	34	1.8	1	.1	3	.2	1,362	71.0
$ 6,500 THRU $ 9,999	354	66	18.6	14	4.0	1	.3	3	.8	270	76.3
$10,000 THRU $13,999	101	1	1.0							100	99.0
$14,000 THRU $17,999	42	1	2.4			1	2.4			40	95.2
$18,000 THRU $2[illegible],999	5									5	100.0
$26,000 AND OVER	47	1	2.1							46	97.9

1970 MINORITY GROUP STUDY

TABLE 2-50

FEDERAL COURTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	205	58	28.3					2	1.0	145	70.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	188	49	26.1					2	1.1	137	72.9
GS- 1 THRU 4	34	14	41.2							20	58.8
GS- 5 THRU 8	88	32	36.4							56	63.6
GS- 9 THRU 11	32	3	9.4					1	3.1	28	87.5
GS-12 THRU 13	9							1	11.1	8	88.9
GS-14 THRU 15	19									19	100.0
GS-16 THRU 18	6									6	100.0
TOTAL WAGE SYSTEMS.....	15	9	60.0							6	40.0
UP THRU $5,499											
$ 5,500 THRU $ 6,999											
$ 7,000 THRU $ 7,999	6	6	100.0								
$ 8,000 THRU $ 8,999	2	1	50.0							1	50.0
$ 9,000 THRU $ 9,999	1	1	100.0								
$10,000 THRU $13,999	6	1	16.7							5	83.3
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2									2	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	2									2	100.0

1969 MINORITY GROUP STUDY

TABLE 2-50a

FEDERAL COURTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	192	54	28.1					1	.5	137	71.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	175	45	25.7					1	.6	129	73.7
GS- 1 THRU 4	29	15	51.7							14	48.3
GS- 5 THRU 8	88	29	33.0							59	67.0
GS- 9 THRU 11	26	1	3.8							25	96.2
GS-12 THRU 13	11							1	9.1	10	90.9
GS-14 THRU 15	15									15	100.0
GS-16 THRU 18	6									6	100.0
TOTAL WAGE SYSTEMS.....	15	9	60.0							6	40.0
UP THRU $5,499											
$ 5,500 THRU $ 6,999	6	6	100.0								
$ 7,000 THRU $ 7,999	1										
$ 8,000 THRU $ 8,999	1	1	100.0							1	100.0
$ 9,000 THRU $ 9,999	4	1	25.0							3	75.0
$10,000 THRU $13,999	3	1	33.3							2	66.7
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL OTHER PAY SYSTEMS	2									2	100.0
UP THRU $6,499											
$ 6,500 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	2									2	100.0

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APPENDIX III

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1970 MINORITY GROUP STUDY

TABLE 3-1

ALL STATE SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,523,843	389,892	15.4	73,468	2.9	17,959	.7	18,283	.7	2,024,241	80.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,260,589	141,852	11.3	24,205	1.9	11,056	.9	9,015	.7	1,074,461	85.2
GS- 1 THRU 4	291,258	65,562	22.5	8,997	3.1	5,834	2.0	1,630	.6	209,245	71.8
GS- 5 THRU 8	368,621	52,114	14.1	8,314	2.3	2,960	.8	2,567	.7	302,666	82.1
GS- 9 THRU 11	307,891	16,613	5.4	4,580	1.5	1,528	.5	2,593	.8	282,577	91.8
GS-12 THRU 13	214,737	6,098	2.8	1,798	.8	568	.3	1,595	.7	204,688	95.3
GS-14 THRU 15	72,542	1,373	1.9	508	.7	161	.2	626	.9	69,874	96.3
GS-16 THRU 18	5,540	92	1.7	18	.3	5	.1	14	.3	5,411	97.7
TOTAL WAGE SYSTEMS.....	513,951	106,502	20.7	29,868	5.8	5,507	1.1	4,818	.9	367,256	71.5
LP THRU $5,499	20,151	11,350	56.3	1,101	5.5	250	1.2	67	.3	7,383	36.6
$ 5,500 THRU $ 6,999	94,076	39,313	41.8	5,765	6.1	1,421	1.5	949	1.0	46,628	49.6
$ 7,000 THRU $ 7,999	96,817	24,574	25.4	7,606	7.9	1,307	1.4	839	.9	62,486	64.5
$ 8,000 THRU $ 8,999	121,094	17,345	14.3	8,442	7.0	1,078	.9	895	.7	93,334	77.1
$ 9,000 THRU $ 9,999	99,253	9,885	10.0	5,157	5.2	870	.9	1,465	1.5	81,876	82.5
$10,000 THRU $13,999	76,068	3,909	5.1	1,739	2.3	530	.7	589	.8	69,301	91.1
$14,000 THRU $17,999	5,607	117	2.1	52	.9	45	.8	12	.2	5,381	96.0
$18,000 AND OVER	890	9	1.0	6	.7	6	.7	2	.2	867	97.4
TOTAL POSTAL FIELD SERVICE.....	713,637	138,750	19.4	19,043	2.7	1,271	.2	4,228	.6	550,345	77.1
PFS- 1 THRU 5*	603,664	124,546	20.6	17,122	2.8	1,056	.2	3,482	.6	457,458	75.8
PFS- 6 THRU 9	88,567	13,176	14.9	1,730	2.0	185	.2	661	.7	72,815	82.2
PFS-10 THRU 12	16,021	771	4.8	150	.9	27	.2	66	.4	15,007	93.7
PFS-13 THRU 16	4,812	241	5.0	37	.8	3	.1	18	.4	4,513	93.8
PFS-17 THRU 19	534	14	2.6	4	.7			1	.2	515	96.4
PFS-20 THRU 21	39	2	5.1							37	94.9
TOTAL OTHER PAY SYSTEMS	35,666	2,788	7.8	392	1.0	125	.4	222	.6	32,179	90.2
LP THRU $6,499	7,259	1,397	19.2	139	1.9	87	1.2	40	.6	5,596	77.1
$ 6,500 THRU $ 9,999	10,737	962	9.0	116	1.1	18	.2	45	.4	9,596	89.4
$10,000 THRU $13,999	8,146	251	3.1	57	.7	15	.2	80	1.0	7,743	95.1
$14,000 THRU $17,999	3,128	66	2.1	16	.5	2	.1	27	.9	3,017	96.5
$18,000 THRU $25,999	3,461	65	1.9	15	.4			18	.5	3,363	97.2
$26,000 AND OVER	2,935	47	1.6	9	.3	3	.1	12	.4	2,864	97.6

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-1a

ALL STATE SUMMARY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,549,896	387,855	15.2	72,646	2.8	16,443	.6	17,801	.7	2,055,151	80.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,262,229	137,209	10.9	23,166	1.8	9,733	.8	8,556	.7	1,083,565	85.8
GS- 1 THRU 4	307,955	67,061	21.8	9,085	3.0	5,047	1.6	1,686	.5	225,076	73.1
GS- 5 THRU 8	361,552	47,687	13.2	7,703	2.1	2,612	.7	2,431	.7	301,119	83.3
GS- 9 THRU 11	310,522	16,035	5.2	4,364	1.4	1,460	.5	2,437	.8	286,226	92.2
GS-12 THRU 13	207,770	5,290	2.5	1,541	.7	467	.2	1,472	.7	199,000	95.8
GS-14 THRU 15	69,160	1,073	1.6	459	.7	140	.2	517	.7	66,971	96.8
GS-16 THRU 18	5,270	63	1.2	14	.3	7	.1	13	.2	5,173	98.2
TOTAL WAGE SYSTEMS.....	553,692	111,990	20.2	31,697	5.7	5,393	1.0	5,128	.9	399,484	72.1
UP THRU $5,499	46,532	21,920	47.1	3,853	8.3	462	1.0	342	.7	19,955	42.9
$ 5,500 THRU $ 6,999	150,729	49,339	32.7	9,881	6.6	1,919	1.3	1,438	1.0	88,152	58.5
$ 7,000 THRU $ 7,999.	139,893	22,266	15.9	9,656	6.9	1,398	1.0	1,067	.8	105,506	75.4
$ 8,000 THRU $ 8,999	112,903	11,876	10.5	5,675	5.0	897	.8	1,303	1.2	93,152	82.5
$ 9,000 THRU $ 9,999	50,037	4,182	8.4	1,729	3.5	304	.6	652	1.3	43,170	86.3
$10,000 THRU $13,999	50,032	2,274	4.5	863	1.7	355	.7	320	.6	46,220	92.4
$14,000 THRU $17,999	2,831	117	4.1	33	1.2	57	2.0	6	.2	2,618	92.5
$18,000 AND OVER	735	16	2.2	7	1.0	1	.1			711	96.7
TOTAL POSTAL FIELD SERVICE.....	700,030	136,321	19.5	17,494	2.5	1,182	.2	3,947	.6	541,086	77.3
PFS- 1 THRU 5*	595,417	124,172	20.9	15,847	2.7	992	.2	3,312	.6	451,094	75.8
PFS- 6 THRU 9	84,282	11,343	13.5	1,485	1.8	165	.2	575	.7	70,714	83.9
PFS-10 THRU 12	15,351	623	4.1	127	.8	22	.1	44	.3	14,535	94.7
PFS-13 THRU 16	4,509	170	3.8	33	.7	3	.1	15	.3	4,288	95.1
PFS-17 THRU 19	432	11	2.5	2	.5			1	.2	418	96.8
PFS-20 THRU 21	39	2	5.1							37	94.9
TOTAL OTHER PAY SYSTEMS	33,945	2,335	6.9	289	.9	135	.4	170	.5	31,016	91.4
UP THRU $6,499	9,284	1,320	14.2	131	1.4	93	1.0	33	.4	7,707	83.0
$ 6,500 THRU $ 9,999	10,415	716	6.9	99	1.0	26	.2	46	.4	9,528	91.5
$10,000 THRU $13,999	5,005	147	2.9	27	.5	9	.2	46	.9	4,776	95.4
$14,000 THRU $17,999	3,744	66	1.8	15	.4	4	.1	26	.7	3,633	97.0
$18,000 THRU $25,999	2,929	50	1.7	9	.3			9	.3	2,861	97.7
$26,000 AND OVER	2,568	36	1.4	8	.3	3	.1	10	.4	2,511	97.8

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-2

ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	52,242	5,230	10.0	64	.1	17		47	.1	46,884	89.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	30,041	1,887	6.3	46	.2	8		41	.1	28,059	93.4
GS- 1 THRU 4	5,909	1,003	17.0	7	.1	1		6	.1	4,892	82.8
GS- 5 THRU 8	7,758	479	6.2	4	.1	2		4	.1	7,269	93.7
GS- 9 THRU 11	7,202	330	4.6	9	.1	1		13	.2	6,849	95.1
GS-12 THRU 13	6,896	60	.9	14	.2	2		9	.1	6,811	98.8
GS-14 THRU 15	2,188	14	.6	12	.5	2	.1	9	.4	2,151	98.3
GS-16 THRU 18	88	1	1.1							87	98.9
TOTAL WAGE SYSTEMS.....	12,778	1,988	15.6	11	.1	5		3		10,771	84.3
UP THRU $5,499	725	561	77.4					1	.1	163	22.5
$ 5,500 THRU $ 6,999	2,610	820	31.4	2	.1	1		1		1,786	68.4
$ 7,000 THRU $ 7,999	3,218	447	13.9	7	.2	2	.1	1		2,761	85.8
$ 8,000 THRU $ 8,999	2,695	89	3.3	1						2,605	96.7
$ 9,000 THRU $ 9,999	790	47	5.9							743	94.1
$10,000 THRU $13,999	2,706	24	.9	1		2	.1			2,679	99.0
$14,000 THRU $17,999	33									33	100.0
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	7,506	1,174	15.6	5	.1	4	.1			6,323	84.2
PFS- 1 THRU 5*	6,186	1,070	17.3	4	.1	4	.1			5,108	82.6
PFS- 6 THRU 9	1,098	98	8.9	1	.1					999	91.0
PFS-10 THRU 12	195	4	2.1							191	97.9
PFS-13 THRU 16	26	2	7.7							24	92.3
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	1,917	181	9.4	2	.1			3	.2	1,731	90.3
UP THRU $6,499	360	112	31.1	1	.3			1	.3	246	68.3
$ 6,500 THRU $ 9,999	648	53	8.2	1	.2					594	91.7
$10,000 THRU $13,999	330	9	2.7					1	.3	320	97.0
$14,000 THRU $17,999	242	5	2.1					1	.4	236	97.5
$18,000 THRU $25,999	267	2	.7							265	99.3
$26,000 AND OVER	70									70	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1969 MINORITY GROUP STUDY

TABLE 3-2a

ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	53,340	5,182	9.7	65	.1	17		38	.1	48,038	90.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	30,724	1,837	6.0	48	.2	8		32	.1	28,799	93.7
GS- 1 THRU 4	6,601	1,042	15.8	8	.1	1		6	.1	5,544	84.0
GS- 5 THRU 8	7,614	409	5.4	5	.1	1		4	.1	7,195	94.5
GS- 9 THRU 11	7,387	322	4.4	11	.1	1		8	.1	7,045	95.4
GS-12 THRU 13	6,764	48	.7	13	.2	3		8	.1	6,692	98.9
GS-14 THRU 15	2,279	15	.7	11	.5	2	.1	6	.3	2,245	98.5
GS-16 THRU 18	79	1	1.3							78	98.7
TOTAL WAGE SYSTEMS.....	13,353	2,072	15.5	10	.1	5		4		11,262	84.3
UP THRU $5,499	1,375	868	63.1			2	.1	1	.1	504	36.7
$ 5,500 THRU $ 6,999	4,600	960	20.9	7	.2	2		2		3,629	78.9
$ 7,000 THRU $ 7,999	2,891	185	6.4	2	.1					2,704	93.5
$ 8,000 THRU $ 8,999	1,642	23	1.4							1,619	98.6
$ 9,000 THRU $ 9,999	1,089	32	2.9					1	.1	1,056	97.0
$10,000 THRU $13,999	1,746	4	.2	1	.1	1	.1			1,740	99.7
$14,000 THRU $17,999	10									10	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	7,480	1,110	14.8	4	.1	4	.1			6,362	85.1
PFS- 1 THRU 5*	6,213	1,029	16.6	3		4	.1			5,177	83.3
PFS- 6 THRU 9	1,058	78	7.4	1	.1					979	92.5
PFS-10 THRU 12	182	2	1.1							180	98.9
PFS-13 THRU 16	26	1	3.8							25	96.2
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	1,783	163	9.1	3	.2			2	.1	1,615	90.6
UP THRU $6,499	420	108	25.7	1	.2					311	74.0
$ 6,500 THRU $ 9,999	568	42	7.4	1	.2			1	.2	524	92.3
$10,000 THRU $13,999	291	8	2.7	1	.3					282	96.9
$14,000 THRU $17,999	265	5	1.9					1	.4	259	97.7
$18,000 THRU $25,999	195									195	100.0
$26,000 AND OVER	44									44	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

292

1970 MINORITY GROUP STUDY

TABLE 3-3

ALASKA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	13,868	492	3.5	95	.7	696	5.0	83	.6	12,502	90.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,824	171	2.2	49	.6	318	4.1	39	.5	7,247	92.6
GS- 1 THRU 4	2,318	86	3.7	19	.8	181	7.8	13	.6	2,019	87.1
GS- 5 THRU 8	1,893	41	2.2	19	1.0	85	4.5	9	.5	1,739	91.9
GS- 9 THRU 11	2,140	31	1.4	6	.3	42	2.0	11	.5	2,050	95.8
GS-12 THRU 13	1,285	12	.9	5	.4	10	.8	6	.5	1,252	97.4
GS-14 THRU 15	182	1	.5							181	99.5
GS-16 THRU 18	6									6	100.0
TOTAL WAGE SYSTEMS.....	4,785	266	5.6	34	.7	309	6.5	30	.6	4,146	86.6
UP THRU $5,499	4	1	25.0			1	25.0			2	50.0
$ 5,500 THRU $ 6,999	1									1	100.0
$ 7,000 THRU $ 7,999	31					6	19.4			25	80.6
$ 8,000 THRU $ 8,999	183	15	8.2	1	.5	48	26.2	1	.5	118	64.5
$ 9,000 THRU $ 9,999	418	62	14.8	6	1.4	52	12.4	10	2.4	288	68.9
$10,000 THRU $13,999	2,304	138	6.0	17	.7	163	7.1	14	.6	1,972	85.6
$14,000 THRU $17,999	1,516	45	3.0	10	.7	34	2.2	4	.3	1,423	93.9
$18,000 AND OVER	328	5	1.5			5	1.5	1	.3	317	96.6
TOTAL POSTAL FIELD SERVICE.....	906	55	6.1	12	1.3	61	6.7	8	.9	770	85.0
PFS- 1 THRU 5*	753	50	6.6	9	1.2	49	6.5	8	1.1	637	84.6
PFS- 6 THRU 9	129	5	3.9	3	2.3	10	7.8			111	86.0
PFS-10 THRU 12	15					2	13.3			13	86.7
PFS-13 THRU 16	9									9	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	353					8	2.3	6	1.7	339	96.0
UP THRU $6,499	16					7	43.8			9	56.3
$ 6,500 THRU $ 9,999	123							2	1.6	121	98.4
$10,000 THRU $13,999	133					1	.8	4	3.0	128	96.2
$14,000 THRU $17,999	45									45	100.0
$18,000 THRU $25,999	34									34	100.0
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-3a

ALASKA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	12,651	449	3.5	82	.6	616	4.9	73	.6	11,431	90.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,362	152	2.1	50	.7	272	3.7	31	.4	6,857	93.1
GS- 1 THRU 4	2,054	83	4.0	23	1.1	155	7.5	7	.3	1,786	87.0
GS- 5 THRU 8	1,784	29	1.6	13	.7	73	4.1	9	.5	1,660	93.0
GS- 9 THRU 11	2,157	31	1.4	11	.5	34	1.6	8	.4	2,073	96.1
GS-12 THRU 13	1,194	9	.8	3	.3	10	.8	7	.6	1,165	97.6
GS-14 THRU 15	169									169	100.0
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....	4,840	295	6.1	32	.7	339	7.0	35	.7	4,139	85.5
UP THRU $5,499	10					4	40.0			6	60.0
$ 5,500 THRU $ 6,999	14					5	35.7			9	64.3
$ 7,000 THRU $ 7,999	76	2	2.6			12	15.8			62	81.6
$ 8,000 THRU $ 8,999	404	82	20.3	4	1.0	50	12.4	17	4.2	251	62.1
$ 9,000 THRU $ 9,999	395	37	9.4	3	.8	40	10.1	3	.8	312	79.0
$10,000 THRU $13,999	3,030	157	5.2	19	.6	171	5.6	13	.4	2,670	88.1
$14,000 THRU $17,999	752	17	2.3	6	.8	57	7.6	2	.3	670	89.1
$18,000 AND OVER	159									159	100.0
TOTAL OTHER PAY SYSTEMS	449	2	.4			5	1.1	7	1.6	435	96.9
UP THRU $5,499	32					1	3.1	2	6.3	29	90.6
$ 6,500 THRU $ 9,999	182	2	1.1			2	1.1	3	1.6	175	96.2
$10,000 THRU $13,999	110					1	.9	1	.9	108	98.2
$14,000 THRU $17,999	99					1	1.0	1	1.0	97	98.0
$18,000 THRU $25,999	22									22	100.0
$26,000 AND OVER	4									4	100.0

1970 MINORITY GROUP STUDY

TABLE 3-4

ARIZONA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	26,060	627	2.4	2,456	9.4	3,853	14.8	92	.4	19,032	73.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	14,616	292	2.0	725	5.0	2,570	17.6	62	.4	10,967	75.0
GS- 1 THRU 4	4,207	83	2.0	201	4.8	1,834	43.6	9	.2	2,080	49.4
GS- 5 THRU 8	4,043	63	1.6	344	8.5	486	12.0	23	.6	3,127	77.3
GS- 9 THRU 11	3,903	137	3.5	133	3.4	199	5.1	17	.4	3,417	87.5
GS-12 THRU 13	2,057	9	.4	41	2.0	40	1.9	7	.3	1,960	95.3
GS-14 THRU 15	399			6	1.5	11	2.8	6	1.5	376	94.2
GS-16 THRU 18	7									7	100.0
TOTAL WAGE SYSTEMS.....	6,078	185	3.0	1,076	17.7	1,226	20.2	15	.2	3,576	58.8
UP THRU $5,499	124	3	2.4	13	10.5	76	61.3			32	25.8
$ 5,500 THRU $ 6,999	925	49	5.3	171	18.5	394	42.6	4	.4	307	33.2
$ 7,000 THRU $ 7,999	1,321	64	4.8	304	23.0	302	22.9	3	.2	648	49.1
$ 8,000 THRU $ 8,999	1,511	38	2.5	339	22.4	192	12.7	3	.2	939	62.1
$ 9,000 THRU $ 9,999	1,397	22	1.6	168	12.0	206	14.7	3	.2	998	71.4
$10,000 THRU $13,999	781	9	1.2	79	10.1	96	7.2	2	.3	635	81.3
$14,000 THRU $17,999	19			2	10.5					17	89.5
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	4,963	144	2.9	645	13.0	37	.7	13	.3	4,124	83.1
PFS- 1 THRU 5*	4,130	126	3.1	564	13.7	29	.7	13	.3	3,398	82.3
PFS- 6 THRU 9	697	17	2.4	74	10.6	7	1.0			599	85.9
PFS-10 THRU 12	117	1	.9	4	3.4	1	.9			111	94.9
PFS-13 THRU 16	19			3	15.8					16	84.2
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	403	6	1.5	10	2.5	20	5.0	2	.5	365	90.6
UP THRU $6,499	64	2	3.1	4	6.3	19	29.7			39	60.9
$ 6,500 THRU $ 9,999	138	1	.7	4	2.9			1	.7	132	95.7
$10,000 THRU $13,999	186	3	1.6	2	1.1	1	.5	1	.5	179	96.2
$14,000 THRU $17,999	7									7	100.0
$18,000 THRU $25,999	7									7	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-4a

ARIZONA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS	25,161	658	2.6	2,392	9.5	3,292	13.1	90	.4	18,729	74.4
TOTAL GENERAL SCHEDULE OR SIMILAR	13,804	306	2.2	679	4.9	2,097	15.2	57	.4	10,665	77.3
GS- 1 THRU 4	3,966	93	2.3	228	5.7	1,407	35.5	11	.3	2,227	56.2
GS- 5 THRU 8	3,849	68	1.8	294	7.6	459	11.9	18	.5	3,010	78.2
GS- 9 THRU 11	3,702	133	3.6	120	3.2	184	5.0	18	.5	3,247	87.7
GS-12 THRU 13	1,907	12	.6	34	1.8	35	1.8	9	.5	1,817	95.3
GS-14 THRU 15	373			3	.8	12	3.2	1	.3	357	95.7
GS-16 THRU 18	7									7	100.0
TOTAL WAGE SYSTEMS	6,222	201	3.2	1,122	18.0	1,151	18.5	17	.3	3,731	60.0
UP THRU $5,499	206	16	7.8	32	15.5	100	48.5			58	28.2
$ 5,500 THRU $ 6,999	1,433	84	5.9	295	20.6	513	35.8	6	.4	535	37.3
$ 7,000 THRU $ 7,999	1,667	57	3.4	380	22.8	230	13.8	5	.3	995	59.7
$ 8,000 THRU $ 8,999	1,919	33	1.7	318	16.6	230	12.0	5	.3	1,333	69.5
$ 9,000 THRU $ 9,999	551	7	1.3	59	10.7	37	6.7	1	.2	447	81.1
$10,000 THRU $13,999	443	4	.9	38	8.6	41	9.3			360	81.3
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE	4,771	147	3.1	583	12.2	43	.9	13	.3	3,985	83.5
PFS- 1 THRU 5*	3,993	134	3.4	514	12.9	36	.9	13	.3	3,296	82.5
PFS- 6 THRU 9	649	12	1.8	62	9.6	6	.9			569	87.7
PFS-10 THRU 12	111	1	.9	5	4.5	1	.9			104	93.7
PFS-13 THRU 16	17			2	11.8					15	88.2
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	364	4	1.1	8	2.2	1	.3	3	.8	348	95.6
UP THRU $6,499	97	1	1.0	2	2.1					94	96.9
$ 6,500 THRU $ 9,999	186	2	1.1	6	3.2	1	.5	1	.5	176	94.6
$10,000 THRU $13,999	43	1	2.3					2	4.7	40	93.0
$14,000 THRU $17,999	32									32	100.0
$18,000 THRU $25,999	5									5	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY

TABLE 3-5

ARKANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	15,196	1,531	10.1	25	.2	40	.3	9	.1	13,591	89.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,251	420	5.8	19	.3	29	.4	5	.1	6,778	93.5
GS- 1 THRU 4	1,722	260	15.1	3	.2	4	.2	1	.1	1,454	84.4
GS- 5 THRU 8	2,499	102	4.1	7	.3	4	.2	1		2,385	95.4
GS- 9 THRU 11	2,019	56	2.8	3	.1	12	.6	1		1,947	96.4
GS-12 THRU 13	829	1	.1	3	.4	9	1.1	2	.2	814	98.2
GS-14 THRU 15	178	1	.6	3	1.7					174	97.8
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....	2,990	842	28.2	4	.1	6	.2	1		2,137	71.5
UP THRU $5,499	363	198	53.8					1	.3	169	45.9
$ 5,500 THRU $ 6,999	823	445	54.1	1	.1	1	.1			376	45.7
$ 7,000 THRU $ 7,999	471	123	26.1	2	.4	1	.2			345	73.2
$ 8,000 THRU $ 8,999	723	53	7.3			1	.1			669	92.5
$ 9,000 THRU $ 9,999	349	15	4.3			1	.3			333	95.4
$10,000 THRU $13,999	246	7	2.8	1	.4	2	.8			236	95.9
$14,000 THRU $17,999	10	1	10.0							9	90.0
$18,000 AND OVER.											
TOTAL POSTAL FIELD SERVICE.....	4,789	254	5.3	2		5	.1	2		4,526	94.5
PFS- 1 THRU 5*	4,015	232	5.8	2		5	.1	2		3,774	94.0
PFS- 6 THRU 9	648	21	3.2							627	96.8
PFS-10 THRU 12	114	1	.9							113	99.1
PFS-13 THRU 16	12									12	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	166	15	9.0					1	.6	150	90.4
UP THRU $6,499	81	14	17.3					1	1.2	66	81.5
$ 6,500 THRU $ 9,999	64	1	1.6							63	98.4
$10,000 THRU $13,999	10									10	100.0
$14,000 THRU $17,999	6									6	100.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-5a

ARKANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	16,146	1,549	9.6	21	.1	25	.2	10	.1	14,541	90.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,891	403	5.1	15	.2	15	.2	7	.1	7,451	94.4
GS- 1 THRU 4	2,002	280	14.0	5	.2	4	.2	2	.1	1,711	85.5
GS- 5 THRU 8	2,541	77	3.0	2	.1	2	.1			2,460	96.8
GS- 9 THRU 11	2,282	43	1.9	1		7	.3	3	.1	2,228	97.6
GS-12 THRU 13	882	2	.2	3	.3	2	.2	2	.2	873	99.0
GS-14 THRU 15	180	1	.6	4	2.2					175	97.2
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....	3,385	911	26.9	4	.1	6	.2	1		2,463	72.8
UP THRU $5,499	610	325	53.3					1	.2	284	46.6
$ 5,500 THRU $ 6,999	922	421	45.7	3	.3	2	.2			496	53.8
$ 7,000 THRU $ 7,999	631	102	16.2			1	.2			528	83.7
$ 8,000 THRU $ 8,999	849	44	5.2			2	.2			803	94.6
$ 9,000 THRU $ 9,999	207	19	9.2	1	.5					187	90.3
$10,000 THRU $13,999	166					1	.6			165	99.4
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	4,707	221	4.7	2		3	.1	2		4,479	95.2
PFS- 1 THRU 5*	3,948	203	5.1	2	.1	3	.1	2	.1	3,738	94.7
PFS- 6 THRU 9	626	16	2.6							610	97.4
PFS-10 THRU 12	119	1	.8							118	99.2
PFS-13 THRU 16	14	1	7.1							13	92.9
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	163	14	8.6			1	.6			148	90.8
UP THRU $6,499	100	13	13.0			1	1.0			86	86.0
$ 6,500 THRU $ 9,999	46	1	2.2							45	97.8
$10,000 THRU $13,999	6									6	100.0
$14,000 THRU $17,999	5									5	100.0
$18,000 THRU $25,999	6									6	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY

TABLE 3-6

CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	293,770	43,701	14.9	16,506	5.6	1,352	.5	11,855	4.0	220,356	75.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	127,679	11,417	8.9	4,423	3.5	627	.5	4,698	3.7	106,514	83.4
GS- 1 THRU 4	29,511	5,239	17.8	1,516	5.1	225	.8	1,027	3.5	21,504	72.9
GS- 5 THRU 8	36,330	4,349	12.0	1,524	4.2	210	.6	1,577	4.3	28,670	78.9
GS- 9 THRU 11	35,228	1,323	3.8	981	2.8	127	.4	1,358	3.9	31,439	89.2
GS-12 THRU 13	21,568	446	2.1	347	1.6	54	.3	630	2.9	20,091	93.2
GS-14 THRU 15	4,857	58	1.2	54	1.1	11	.2	106	2.2	4,628	95.3
GS-16 THRU 18	185	2	1.1	1	.5					182	98.4
TOTAL WAGE SYSTEMS.....	84,780	14,774	17.4	6,805	8.0	481	.6	4,030	4.8	58,690	69.2
UP THRU $5,499	221	43	19.5	39	17.6	3	1.4	4	1.8	132	59.7
$ 5,500 THRU $ 6,999	6,822	2,145	31.4	618	9.1	38	.6	751	11.0	3,270	47.9
$ 7,000 THRU $ 7,999	10,746	2,585	24.1	1,332	12.4	63	.6	655	6.1	6,111	56.9
$ 8,000 THRU $ 8,999	19,130	4,794	25.1	1,843	9.6	132	.7	784	4.1	11,577	60.5
$ 9,000 THRU $ 9,999	30,589	4,127	13.5	2,165	7.1	172	.6	1,314	4.3	22,811	74.6
$10,000 THRU $13,999	16,156	1,065	6.6	785	4.9	68	.4	516	3.2	13,722	84.9
$14,000 THRU $17,999	951	14	1.5	22	2.3	5	.5	5	.5	905	95.2
$18,000 AND OVER	165	1	.6	1	.6			1	.6	162	98.2
TOTAL POSTAL FIELD SERVICE.....	79,602	17,397	21.9	5,231	6.6	242	.3	3,087	3.9	53,645	67.4
PFS- 1 THRU 5*	66,911	15,251	22.8	4,609	6.9	206	.3	2,506	3.7	44,339	66.3
PFS- 6 THRU 9	10,388	1,975	19.0	562	5.4	35	.3	512	4.9	7,304	70.3
PFS-10 THRU 12	1,729	131	7.6	47	2.7	1	.1	55	3.2	1,495	86.5
PFS-13 THRU 16	522	39	7.5	12	2.3			13	2.5	458	87.7
PFS-17 THRU 19	49	1	2.0	1	2.0			1	2.0	46	93.9
PFS-20 THRU 21	3									3	100.0
TOTAL OTHER PAY SYSTEMS	1,709	113	6.6	47	2.8	2	.1	40	2.3	1,507	88.2
UP THRU $6,499	535	81	15.1	25	4.7	1	.2	25	4.7	403	75.3
$ 6,500 THRU $ 9,999	464	25	5.4	16	3.4	1	.2	8	1.7	414	89.2
$10,000 THRU $13,999	316	2	.6	4	1.3			4	1.3	306	96.8
$14,000 THRU $17,999	141	2	1.4	2	1.4			2	1.4	135	95.7
$18,000 THRU $25,999	164	3	1.8					1	.6	160	97.6
$26,000 AND OVER	89									89	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-6a

CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	300,745	43,733	14.5	16,556	5.5	1,375	.5	11,744	3.9	227,337	75.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	128,812	11,069	8.6	4,224	3.3	642	.5	4,502	3.5	108,375	84.1
GS- 1 THRU 4	31,883	5,513	17.3	1,573	4.9	254	.8	1,098	3.4	23,445	73.5
GS- 5 THRU 8	36,248	3,925	10.8	1,404	3.9	196	.5	1,511	4.2	29,212	80.6
GS- 9 THRU 11	35,095	1,206	3.4	905	2.6	132	.4	1,264	3.6	31,588	90.0
GS-12 THRU 13	20,785	380	1.8	290	1.4	53	.3	535	2.6	19,527	93.9
GS-14 THRU 15	4,628	44	1.0	51	1.1	7	.2	94	2.0	4,432	95.8
GS-16 THRU 18	173	1	.6	1	.6					171	98.8
TOTAL WAGE SYSTEMS.....	93,288	15,803	16.9	7,250	7.8	509	.5	4,276	4.6	65,450	70.2
UP THRU $5,499	1,749	175	10.0	237	13.6	4	.2	217	12.4	1,116	63.8
$ 5,500 THRU $ 6,999	14,094	3,710	26.3	1,390	9.9	71	.5	1,143	8.1	7,780	55.2
$ 7,000 THRU $ 7,999	20,753	4,723	22.8	2,187	10.5	137	.7	883	4.3	12,823	61.8
$ 8,000 THRU $ 8,999	28,706	4,603	16.0	2,041	7.1	178	.6	1,144	4.0	20,740	72.2
$ 9,000 THRU $ 9,999	16,866	2,025	12.0	977	5.8	82	.5	611	3.6	13,171	78.1
$10,000 THRU $13,999	10,578	564	5.3	408	3.9	31	.3	274	2.6	9,295	87.9
$14,000 THRU $17,999	462	3	.6	10	2.2			4	.9	445	96.3
$18,000 AND OVER	80									80	100.0
TOTAL POSTAL FIELD SERVICE.....	77,012	16,751	21.8	5,044	6.5	221	.3	2,943	3.8	52,053	67.6
PFS- 1 THRU 5*	65,811	15,133	23.0	4,547	6.9	187	.3	2,447	3.7	43,497	66.1
PFS- 6 THRU 9	9,101	1,491	16.4	448	4.9	33	.4	448	4.9	6,681	73.4
PFS-10 THRU 12	1,596	104	6.5	39	2.4	1	.1	37	2.3	1,415	88.7
PFS-13 THRU 16	463	22	4.8	10	2.2			10	2.2	421	90.9
PFS-17 THRU 19	38	1	2.6					1	2.6	36	94.7
PFS-20 THRU 21	3									3	100.0
TOTAL OTHER PAY SYSTEMS	1,633	110	6.7	38	2.3	3	.2	23	1.4	1,459	89.3
UP THRU $6,499	577	85	14.7	22	3.8	2	.3	11	1.9	457	79.2
$ 6,500 THRU $ 9,999	514	21	4.1	14	2.7	1	.2	9	1.8	469	91.2
$10,000 THRU $13,999	188			2	1.1			1	.5	185	98.4
$14,000 THRU $17,999	168	1	.6					2	1.2	165	98.2
$18,000 THRU $25,999	106	2	1.9							104	98.1
$26,000 AND OVER	80	1	1.3							79	98.8

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-7

COLORADO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	40,196	2,559	6.4	4,394	10.9	165	.4	256	.6	32,822	81.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	24,011	1,233	5.1	1,166	4.9	121	.5	162	.7	21,329	88.8
GS- 1 THRU 4	5,638	572	10.1	543	9.6	48	.9	37	.7	4,438	78.7
GS- 5 THRU 8	7,198	445	6.2	402	5.6	42	.6	47	.7	6,262	87.0
GS- 9 THRU 11	5,598	154	2.8	142	2.5	14	.3	39	.7	5,249	93.8
GS-12 THRU 13	4,386	56	1.3	64	1.5	15	.3	29	.7	4,222	96.3
GS-14 THRU 15	1,134	6	.5	14	1.2	2	.2	10	.9	1,102	97.2
GS-16 THRU 18	57			1	1.8					56	98.2
TOTAL WAGE SYSTEMS.....	8,204	738	9.0	2,475	30.2	33	.4	33	.4	4,925	60.0
UP THRU $5,499	61	3	4.9	17	27.9	2	3.3			39	63.9
$ 5,500 THRU $ 6,999	2,173	325	15.0	923	42.5	6	.3	13	.6	906	41.7
$ 7,000 THRU $ 7,999	2,192	217	9.9	804	36.7	13	.6	6	.3	1,152	52.6
$ 8,000 THRU $ 8,999	2,212	133	6.0	557	25.2	4	.2	8	.4	1,510	68.3
$ 9,000 THRU $ 9,999	856	48	5.6	106	12.4	6	.7	5	.6	691	80.7
$10,000 THRU $13,999	688	12	1.7	67	9.7	2	.3	1	.1	606	88.1
$14,000 THRU $17,999	20									20	100.0
$18,000 AND OVER	2			1	50.0					1	50.0
TOTAL POSTAL FIELD SERVICE.....	7,804	582	7.5	741	9.5	11	.1	58	.7	6,412	82.2
PFS- 1 THRU 5*	6,316	512	8.1	660	10.4	9	.1	49	.8	5,086	80.5
PFS- 6 THRU 9	1,127	66	5.9	75	6.7	2	.2	7	.6	977	86.7
PFS-10 THRU 12	200	2	1.0	2	1.0			1	.5	195	97.5
PFS-13 THRU 16	135	2	1.5	3	2.2			1	.7	129	95.6
PFS-17 THRU 19	24			1	4.2					23	95.8
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	177	6	3.4	12	6.8			3	1.7	156	88.1
UP THRU $6,499	49	3	6.1	7	14.3					39	79.6
$ 6,500 THRU $ 9,999	50	2	4.0	4	8.0					44	88.0
$10,000 THRU $13,999	51							3	5.9	48	94.1
$14,000 THRU $17,999	9			1	11.1					8	88.9
$18,000 THRU $25,999	4	1	25.0							3	75.0
$26,000 AND OVER	14									14	100.0

* INCLUDES 6TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 3-7a

COLORADO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	39,924	2,516	6.3	4,414	11.1	178	.4	240	.6	32,576	81.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	23,342	1,154	4.9	1,058	4.5	129	.6	152	.7	20,849	89.3
GS- 1 THRU 4	5,650	558	9.9	511	9.0	57	1.0	35	.6	4,489	79.5
GS- 5 THRU 8	6,986	410	5.9	364	5.2	51	.7	42	.6	6,119	87.6
GS- 9 THRU 11	5,574	145	2.6	134	2.4	14	.3	41	.7	5,240	94.0
GS-12 THRU 13	4,072	37	.9	42	1.0	5	.1	27	.7	3,961	97.3
GS-14 THRU 15	1,006	4	.4	7	.7	2	.2	7	.7	986	98.0
GS-16 THRU 18	54									54	100.0
TOTAL WAGE SYSTEMS.....	8,815	782	8.9	2,669	30.3	36	.4	28	.3	5,300	60.1
UP THRU $5,499	545	91	16.7	168	30.8	1	.2	2	.4	283	51.9
$ 5,500 THRU $ 6,999	2,944	397	13.5	1,228	41.7	12	.4	12	.4	1,295	44.0
$ 7,000 THRU $ 7,999	2,499	186	7.4	805	32.2	9	.4	7	.3	1,492	59.7
$ 8,000 THRU $ 8,999	1,859	84	4.5	367	19.7	11	.6	5	.3	1,392	74.9
$ 9,000 THRU $ 9,999	480	18	3.8	61	12.7			1	.2	400	83.3
$10,000 THRU $13,999	479	6	1.3	39	8.1	3	.6	1	.2	430	89.8
$14,000 THRU $17,999	8			1	12.5					7	87.5
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	7,585	576	7.6	675	8.9	13	.2	57	.8	6,264	82.6
PFS- 1 THRU 5*	6,190	514	8.3	611	9.9	12	.2	51	.8	5,002	80.8
PFS- 6 THRU 9	1,045	57	5.5	57	5.5	1	.1	4	.4	926	88.6
PFS-10 THRU 12	201	3	1.5	3	1.5			1	.5	194	96.5
PFS-13 THRU 16	122	2	1.6	3	2.5			1	.8	116	95.1
PFS-17 THRU 19	25			1	4.0					24	96.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	182	4	2.2	12	6.6			3	1.6	163	89.6
UP THRU $6,499	68	2	2.9	8	11.8					58	85.3
$ 6,500 THRU $ 9,999	49	1	2.0	2	4.1			1	2.0	45	91.8
$10,000 THRU $13,999	29			2	6.9			1	3.4	26	89.7
$14,000 THRU $17,999	20							1	5.0	19	95.0
$18,000 THRU $25,999	5	1	20.0							4	80.0
$26,000 AND OVER	11									11	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY

CONNECTICUT

TABLE 3-8

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	18,762	1,625	8.7	80	.4	6		34	.2	17,017	90.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,668	356	5.3	30	.4	4	.1	17	.3	6,261	93.9
GS- 1 THRU 4	1,259	186	14.8	11	.9			6	.5	1,055	83.9
GS- 5 THRU 8	1,729	107	6.2	12	.7	3	.2			1,607	92.9
GS- 9 THRU 11	2,065	46	2.2	2	.1	1		5	.2	2,011	97.4
GS-12 THRU 13	1,332	15	1.1	3	.2			3	.2	1,311	98.4
GS-14 THRU 15	272	2	.7	2	.7			3	1.1	265	97.4
GS-16 THRU 18	12									12	100.0
TOTAL WAGE SYSTEMS.....	1,549	194	12.5	4	.3			14	.9	1,337	86.3
UP THRU $5,499	8	5	62.5							3	37.5
$ 5,500 THRU $ 6,999	444	148	33.3	1	.2			8	1.8	287	64.6
$ 7,000 THRU $ 7,999	434	22	5.1	2	.5			5	1.2	405	93.3
$ 8,000 THRU $ 8,999	469	13	2.8	1	.2			1	.2	453	96.8
$ 9,000 THRU $ 9,999	69	3	4.3							66	95.7
$10,000 THRU $13,999	122	3	2.5							119	97.5
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	10,348	1,071	10.3	46	.4	2		2		9,227	89.2
PFS- 1 THRU 5*	9,087	990	10.9	44	.5	2		2		8,049	88.6
PFS- 6 THRU 9	992	76	7.7	2	.2					914	92.1
PFS-10 THRU 12	232	4	1.7							228	98.3
PFS-13 THRU 16	36	1	2.8							35	97.2
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	197	4	2.0					1	.5	192	97.5
UP THRU $6,499	43	2	4.7					1	2.3	40	93.0
$ 6,500 THRU $ 9,999	59	1	1.7							58	98.3
$10,000 THRU $13,999	44									44	100.0
$14,000 THRU $17,999	36	1	2.8							35	97.2
$18,000 THRU $25,999	9									9	100.0
$26,000 AND OVER	6									6	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 3-8a

CONNECTICUT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	18,440	1,404	7.6	63	.3	8		24	.1	16,941	91.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,369	290	4.6	16	.3	4	.1	11	.2	6,048	95.0
GS- 1 THRU 4	1,241	162	13.1	5	.4	1	.1	2	.2	1,071	86.3
GS- 5 THRU 8	1,607	82	5.1	5	.3	2	.1	3	.2	1,515	94.3
GS- 9 THRU 11	2,088	39	1.9	2	.1	1		2	.1	2,044	97.9
GS-12 THRU 13	1,184	6	.5	3	.3			2	.2	1,173	99.1
GS-14 THRU 15	238	1	.4	1	.4			2	.8	234	98.3
GS-16 THRU 18	11									11	100.0
TOTAL WAGE SYSTEMS.....	1,591	203	12.8	7	.4			13	.8	1,368	86.0
UP THRU $5,499	49	30	61.2	1	2.0					18	36.7
$ 5,500 THRU $ 6,999	546	139	25.5	3	.5			11	2.0	393	72.0
$ 7,000 THRU $ 7,999	615	21	3.4	3	.5			1	.2	590	95.9
$ 8,000 THRU $ 8,999	254	8	3.1					1	.4	245	96.5
$ 9,000 THRU $ 9,999	58	3	5.2							55	94.8
$10,000 THRU $13,999	67	2	3.0							65	97.0
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	10,296	906	8.8	40	.4	4				9,346	90.8
PFS- 1 THRU 5*	9,069	840	9.3	39	.4	3				8,187	90.3
PFS- 6 THRU 9	957	64	6.7	1	.1	1	.1			891	93.1
PFS-10 THRU 12	230	2	.9							228	99.1
PFS-13 THRU 16	39									39	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	184	5	2.7							179	97.3
UP THRU $6,499	65	4	6.2							61	93.8
$ 6,500 THRU $ 9,999	50									50	100.0
$10,000 THRU $13,999	36	1	2.8							35	97.2
$14,000 THRU $17,999	24									24	100.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER	5									5	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-9

DELAWARE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,486	648	14.4	14	.3	2		10	.2	3,812	85.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,707	160	9.4	8	.5	1	.1	10	.6	1,528	89.5
GS- 1 THRU 4	423	79	18.7	2	.5					340	80.4
GS- 5 THRU 8	631	52	8.2	2	.3			2	.5	576	91.3
GS- 9 THRU 11	412	21	5.1	1	.2	1	.2			388	94.2
GS-12 THRU 13	205	8	3.9	1	.5			2	.5	195	95.1
GS-14 THRU 15	35			2	5.7			1	.5	28	80.0
GS-16 THRU 18	1							5	14.3	1	100.0
TOTAL WAGE SYSTEMS.....	1,115	254	22.8	4	.4	1	.1			856	76.8
UP THRU $5,499	32	21	65.6							11	34.4
$ 5,500 THRU $ 6,999	155	95	61.3							60	38.7
$ 7,000 THRU $ 7,999	153	60	39.2	1	.7					92	60.1
$ 8,000 THRU $ 8,999	245	38	15.5	1	.4	1	.4			205	83.7
$ 9,000 THRU $ 9,999	392	25	6.4	2	.5					365	93.1
$10,000 THRU $13,999	130	15	11.5							115	88.5
$14,000 THRU $17,999	8									8	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,635	230	14.1	2	.1					1,403	85.8
PFS- 1 THRU 5*	1,387	215	15.5	2	.1					1,170	84.4
PFS- 6 THRU 9	209	15	7.3							190	92.7
PFS-10 THRU 12	38									38	100.0
PFS-13 THRU 16	5									3	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	29	4	13.8							25	86.2
UP THRU $6,499	15	4	26.7							11	73.3
$ 6,500 THRU $ 9,999	11									11	100.0
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-9a

DELAWARE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,482	619	13.8	11	.2	1		10	.2	3,841	85.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,680	154	9.2	8	.5			10	.6	1,508	89.8
GS- 1 THRU 4	448	86	19.2	3	.7			1	.2	358	79.9
GS- 5 THRU 8	590	43	7.3	2	.3					545	92.4
GS- 9 THRU 11	420	17	4.0	1	.2			2	.5	400	95.2
GS-12 THRU 13	191	8	4.2					1	.5	182	95.3
GS-14 THRU 15	29			2	6.9			6	20.7	21	72.4
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	1,188	269	22.6	3	.3	1	.1			915	77.0
UP THRU $5,499	66	43	65.2							23	34.8
$ 5,500 THRU $ 6,999	182	101	55.5	1	.5					80	44.0
$ 7,000 THRU $ 7,999	237	73	30.8			1	.4			163	68.8
$ 8,000 THRU $ 8,999	422	34	8.1	2	.5					386	91.5
$ 9,000 THRU $ 9,999	164	13	7.9							151	92.1
$10,000 THRU $13,999	113	5	4.4							108	95.6
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,587	194	12.2							1,393	87.8
PFS- 1 THRU 5*	1,352	179	13.2							1,173	86.8
PFS- 6 THRU 9	192	15	7.8							177	92.2
PFS-10 THRU 12	37									37	100.0
PFS-13 THRU 16	6									6	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	27	2	7.4							25	92.6
UP THRU $6,499	14	2	14.3							12	85.7
$ 6,500 THRU $ 9,999	11									11	100.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-10

DISTRICT OF COLUMBIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	174,439	59,170	33.9	987	.6	325	.2	835	.5	113,122	64.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	131,209	34,921	26.6	823	.6	297	.2	752	.6	94,416	72.0
GS- 1 THRU 4	23,316	13,917	59.7	168	.7	49	.2	61	.3	9,121	39.1
GS- 5 THRU 8	40,798	16,034	39.3	243	.6	112	.3	168	.4	24,241	59.4
GS- 9 THRU 11	19,717	2,895	14.7	139	.7	44	.2	247	1.3	16,392	83.1
GS-12 THRU 13	24,366	1,405	5.8	168	.7	42	.2	188	.8	22,563	92.6
GS-14 THRU 15	20,186	601	3.0	96	.5	46	.2	81	.4	19,362	95.9
GS-16 THRU 18	2,826	69	2.4	9	.3	4	.1	7	.2	2,737	96.9
TOTAL WAGE SYSTEMS.....	24,301	15,052	61.9	63	.3	19	.1	27	.1	9,140	37.6
UP THRU $5,499	826	746	90.3					1	.1	79	9.6
$ 5,500 THRU $ 6,999	7,656	6,767	88.4	9	.1	4	.1	5	.1	871	11.4
$ 7,000 THRU $ 7,999	4,500	3,807	84.6	14	.3	3	.1	5	.1	671	14.9
$ 8,000 THRU $ 8,999	2,827	1,806	63.9	2	.1	1		2	.1	1,016	35.9
$ 9,000 THRU $ 9,999	2,617	1,043	39.9	18	.7	3	.1	5	.2	1,548	59.2
$10,000 THRU $13,999	5,085	846	16.6	17	.3	8	.2	8	.2	4,206	82.7
$14,000 THRU $17,999	766	37	4.8	3	.4			1	.1	725	94.6
$18,000 AND OVER	24									24	100.0
TOTAL POSTAL FIELD SERVICE.....	10,871	8,430	77.5	23	.2	1		14	.1	2,403	22.1
PFS- 1 THRU 5*	8,847	7,367	83.3	20	.2	1		11	.1	1,448	16.4
PFS- 6 THRU 9	1,603	1,001	62.4	3	.2			2	.1	597	37.2
PFS-10 THRU 12	192	44	22.9					1	.5	147	76.6
PFS-13 THRU 16	194	17	8.8							177	91.2
PFS-17 THRU 19	33	1	3.0							32	97.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	8,058	767	9.5	78	1.0	8	.1	42	.5	7,163	88.9
UP THRU $6,499	630	126	20.0	20	3.2					484	76.8
$ 6,500 THRU $ 9,999	1,718	387	22.5	18	1.0	3	.2	9	.5	1,301	75.7
$10,000 THRU $13,999	1,551	135	8.7	13	.8	1	.1	15	1.0	1,387	89.4
$14,000 THRU $17,999	883	38	4.3	8	.9	1	.1	2	.2	834	94.5
$18,000 THRU $25,999	1,461	40	2.7	11	.8			11	.8	1,399	95.8
$26,000 AND OVER	1,815	41	2.3	8	.4	3	.2	5	.3	1,758	96.9

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-10a

DISTRICT OF COLUMBIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	179,264	57,951	32.3	935	.5	[illegible]	.2	897	.5	119,171	66.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	137,434	34,571	25.2	787	.6	284	.2	816	.6	100,976	73.5
GS- 1 THRU 4	25,290	15,239	60.3	171	.7	51	.2	57	.2	9,772	38.6
GS- 5 THRU 8	41,069	14,673	35.7	237	.6	114	.3	174	.4	25,871	63.0
GS- 9 THRU 11	21,320	2,856	13.4	132	.6	45	.2	282	1.3	18,005	84.5
GS-12 THRU 13	26,301	1,273	4.8	164	.6	33	.1	216	.8	24,615	93.6
GS-14 THRU 15	20,679	485	2.3	73	.4	36	.2	80	.4	20,005	96.7
GS-16 THRU 18	2,775	45	1.6	10	.4	5	.2	7	.3	2,708	97.6
TOTAL WAGE SYSTEMS.....	22,918	13,732	59.9	64	.3	14	.1	28	.1	9,080	39.6
UP THRU $5,499	2,618	2,433	92.9	5	.2			1		179	6.8
$ 5,500 THRU $ 6,999	7,533	6,541	86.8	14	.2	2		8	.1	968	12.9
$ 7,000 THRU $ 7,999	3,327	2,431	73.1	11	.3	2	.1	6	.2	877	26.4
$ 8,000 THRU $ 8,999	3,006	1,357	45.1	12	.4	4	.1	3	.1	1,630	54.2
$ 9,000 THRU $ 9,999	1,387	445	32.1	8	.6	3	.2	1	.1	930	67.1
$10,000 THRU $13,999	4,913	511	10.4	14	.3	3	.1	9	.2	4,376	89.1
$14,000 THRU $17,999	127	11	8.7							116	91.3
$18,000 AND OVER	7	3	42.9							4	57.1
TOTAL POSTAL FIELD SERVICE.....	11,424	8,996	78.7	25	.2	2		15	.1	2,386	20.9
PFS- 1 THRU 5*	9,480	8,017	84.6	22	.2	2		12	.1	1,427	15.1
PFS- 6 THRU 9	1,558	934	59.9	3	.2			3	.2	618	39.7
PFS-10 THRU 12	179	31	17.3							148	82.7
PFS-13 THRU 16	182	13	7.1							169	92.9
PFS-17 THRU 19	23	1	4.3							22	95.7
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	7,488	652	8.7	59	.8	10	.1	38	.5	6,729	89.9
UP THRU $6,499	525	157	29.9	1	.2			2	.4	365	69.5
$ 6,500 THRU $ 9,999	1,545	297	19.2	24	1.6	4	.3	9	.6	1,211	78.4
$10,000 THRU $13,999	1,347	89	6.6	11	.8	3	.2	7	.5	1,237	91.8
$14,000 THRU $17,999	962	40	4.2	7	.7			7	.7	908	94.4
$18,000 THRU $25,999	1,432	36	2.5	9	.6			9	.6	1,378	96.2
$26,000 AND OVER	1,677	33	2.0	7	.4	3	.2	4	.2	1,630	97.2

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-11

FLORIDA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	66,506	5,846	8.8	1,180	1.8	167	.2	75	.1	59,298	89.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	31,141	999	3.2	496	1.6	49	.2	40	.1	29,557	94.9
GS- 1 THRU 4	7,077	595	8.4	166	2.3	17	.2	8	.1	6,291	88.9
GS- 5 THRU 8	8,451	256	3.0	153	1.8	15	.2	10	.1	8,017	94.9
GS- 9 THRU 11	7,933	117	1.5	103	1.3	8	.1	8	.1	7,697	97.0
GS-12 THRU 13	6,172	29	.5	50	.8	8	.1	10	.2	6,075	98.4
GS-14 THRU 15	1,462	2	.1	23	1.6	1	.1	4	.3	1,432	97.9
GS-16 THRU 18	46			1	2.2					45	97.8
TOTAL WAGE SYSTEMS.....	15,426	2,810	18.2	215	1.4	36	.2	24	.2	12,341	80.0
UP THRU $5,499	1,187	675	56.9	27	2.3			3	.3	482	40.6
$ 5,500 THRU $ 6,999	2,251	915	40.6	33	1.5	8	.4	6	.3	1,289	57.3
$ 7,000 THRU $ 7,999	2,327	581	25.0	34	1.5	7	.3	4	.2	1,701	73.1
$ 8,000 THRU $ 8,999	3,966	386	9.7	44	1.1	10	.3	6	.2	3,520	88.8
$ 9,000 THRU $ 9,999	3,385	218	6.4	56	1.7	11	.3	3	.1	3,097	91.5
$10,000 THRU $13,999	2,178	35	1.6	21	1.0			2	.1	2,120	97.3
$14,000 THRU $17,999	113									113	100.0
$18,000 AND OVER	19									19	100.0
TOTAL POSTAL FIELD SERVICE.....	19,485	2,008	10.3	456	2.3	20	.1	10	.1	16,991	87.2
PFS- 1 THRU 5*	16,421	1,874	11.4	398	2.4	18	.1	10	.1	14,121	86.0
PFS- 6 THRU 9	2,563	129	5.0	46	1.8	1				2,387	93.1
PFS-10 THRU 12	424	3	.7	11	2.6	1	.2			409	96.5
PFS-13 THRU 16	74	2	2.7							72	97.3
PFS-17 THRU 19	3			1	33.3					2	66.7
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	454	29	6.4	13	2.9	2	.4	1	.2	409	90.1
UP THRU $6,499	156	25	16.0	2	1.3	2	1.3	1	.6	126	80.8
$ 6,500 THRU $ 9,999	160	3	1.9	5	3.1					152	95.0
$10,000 THRU $13,999	58			2	3.4					56	96.6
$14,000 THRU $17,999	24			3	12.5					21	87.5
$18,000 THRU $25,999	24	1	4.2	1	4.2					22	91.7
$26,000 AND OVER	32									32	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-11a

FLORIDA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	67,503	5,661	8.4	1,228	1.8	116	.2	67	.1	60,431	89.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	31,100	934	3.0	503	1.6	49	.2	37	.1	29,577	95.1
GS- 1 THRU 4	7,614	607	8.0	191	2.5	19	.2	10	.1	6,787	89.1
GS- 5 THRU 8	8,089	202	2.5	135	1.7	14	.2	6	.1	7,732	95.6
GS- 9 THRU 11	8,126	108	1.3	100	1.2	11	.1	8	.1	7,899	97.2
GS-12 THRU 13	5,836	17	.3	46	.8	4	.1	10	.2	5,759	98.7
GS-14 THRU 15	1,391			31	2.2	1	.1	3	.2	1,356	97.5
GS-16 THRU 18	44									44	100.0
TOTAL WAGE SYSTEMS.....	16,803	2,879	17.1	239	1.4	44	.3	22	.1	13,619	81.1
UP THRU $5,499	1,636	899	55.0	32	2.0	7	.4	2	.1	696	42.5
$ 5,500 THRU $ 6,999	3,867	1,203	31.1	62	1.6	9	.2	6	.2	2,587	66.9
$ 7,000 THRU $ 7,999	4,806	526	10.9	87	1.8	19	.4	12	.2	4,162	86.6
$ 8,000 THRU $ 8,999	3,892	218	5.6	30	.8	5	.1			3,639	93.5
$ 9,000 THRU $ 9,999	1,223	23	1.9	15	1.2	3	.2			1,182	96.6
$10,000 THRU $13,999	1,318	10	.8	13	1.0	1	.1	2	.2	1,292	98.0
$14,000 THRU $17,999	53									53	100.0
$18,000 AND OVER	8									8	100.0
TOTAL POSTAL FIELD SERVICE.....	19,160	1,819	9.5	473	2.5	21	.1	8		16,839	87.9
PFS- 1 THRU 5*	16,243	1,698	10.5	421	2.6	18	.1	8		14,098	86.8
PFS- 6 THRU 9	2,422	117	4.8	40	1.7	2	.1			2,263	93.4
PFS-10 THRU 12	421	4	1.0	11	2.6	1	.2			405	96.2
PFS-13 THRU 16	71									71	100.0
PFS-17 THRU 19	3			1	33.3					2	66.7
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	440	29	6.6	13	3.0	2	.5			396	90.0
UP THRU $6,499	214	23	10.7	4	1.9	2	.9			185	86.4
$ 6,500 THRU $ 9,999	116	5	4.3	6	5.2					105	90.5
$10,000 THRU $13,999	37			2	5.4					35	94.6
$14,000 THRU $17,999	19			1	5.3					18	94.7
$18,000 THRU $25,999	21	1	4.8							20	95.2
$26,000 AND OVER	33									33	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY

GEORGIA

TABLE 3-12

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	71,336	13,048	18.3	155	.2	26		60	.1	58,067	81.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	38,839	2,842	7.3	95	.2	18		34	.1	35,850	92.3
GS- 1 THRU 4	9,965	1,745	17.5	19	.2	1		7	.1	8,193	82.2
GS- 5 THRU 8	12,337	676	5.5	22	.2	8	.1	7	.1	11,624	94.2
GS- 9 THRU 11	9,536	281	2.9	32	.3	4		12	.1	9,207	96.5
GS-12 THRU 13	5,590	110	2.0	9	.2	4	.1	7	.1	5,460	97.7
GS-14 THRU 15	1,359	28	2.1	13	1.0	1	.1	1	.1	1,316	96.8
GS-16 THRU 18	52	2	3.8							50	96.2
TOTAL WAGE SYSTEMS.....	18,486	6,082	32.9	30	.2	3		3		12,368	66.9
UP THRU $5,499	1,365	1,133	83.0							232	17.0
$ 5,500 THRU $ 6,999	3,043	1,879	61.7	10	.3	1				1,153	37.9
$ 7,000 THRU $ 7,999	4,097	1,780	43.4	7	.2			1		2,309	56.4
$ 8,000 THRU $ 8,999	4,103	896	21.8	7	.2					3,200	78.0
$ 9,000 THRU $ 9,999	3,392	312	9.2	2	.1			1		3,077	90.7
$10,000 THRU $13,999	2,350	81	3.4	4	.2	2	.1	1		2,262	96.3
$14,000 THRU $17,999	124	1	.8							123	99.2
$18,000 AND OVER	12									12	100.0
TOTAL POSTAL FIELD SERVICE.....	13,378	4,077	30.5	26	.2	3		3		9,269	69.3
PFS- 1 THRU 5*	10,651	3,647	34.2	23	.2	2		2		6,977	65.5
PFS- 6 THRU 9	2,029	402	19.8	2	.1			1		1,624	80.0
PFS-10 THRU 12	401	19	4.7	1	.2					381	95.0
PFS-13 THRU 16	259	9	3.5			1	.4			249	96.1
PFS-17 THRU 19	35									35	100.0
PFS-20 THRU 21	3									3	100.0
TOTAL OTHER PAY SYSTEMS	633	47	7.4	4	.6	2	.3			580	91.6
UP THRU $6,499	131	26	19.8							105	80.2
$ 6,500 THRU $ 9,999	217	15	6.9	2	.9	1	.5			199	91.7
$10,000 THRU $13,999	251	4	1.6	1	.4	1	.4			245	97.6
$14,000 THRU $17,999	18	2	11.1							16	88.9
$18,000 THRU $25,999	12			1	8.3					11	91.7
$26,000 AND OVER	4									4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-12a

GEORGIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	74,072	13,159	17.8	159	.2	28		45	.1	60,681	81.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	39,785	2,604	6.5	100	.3	19		35	.1	37,027	93.1
GS- 1 THRU 4	11,608	1,717	14.8	24	.2	2		12	.1	9,853	84.9
GS- 5 THRU 8	12,210	584	4.8	21	.2	6		6		11,593	94.9
GS- 9 THRU 11	9,417	204	2.2	31	.3	6	.1	10	.1	9,166	97.3
GS-12 THRU 13	5,259	75	1.4	9	.2	3	.1	6	.1	5,166	98.2
GS-14 THRU 15	1,241	22	1.8	15	1.2	2	.2	1	.1	1,201	96.8
GS-16 THRU 18	50	2	4.0							48	96.0
TOTAL WAGE SYSTEMS.....	20,102	6,213	30.9	33	.2	2		6		13,848	68.9
UP THRU $5,499	2,845	1,949	68.5	3	.1					893	31.4
$ 5,500 THRU $ 6,999	6,662	3,164	47.5	21	.3			3		3,474	52.1
$ 7,000 THRU $ 7,999	5,650	862	15.3	6	.1			2		4,780	84.6
$ 8,000 THRU $ 8,999	2,847	189	6.6	2	.1			1		2,655	93.3
$ 9,000 THRU $ 9,999	1,139	39	3.4			1	.1			1,099	96.5
$10,000 THRU $13,999	918	9	1.0	1	.1	1	.1			907	98.8
$14,000 THRU $17,999	36	1	2.8							35	97.2
$18,000 AND OVER	5									5	100.0
TOTAL POSTAL FIELD SERVICE.....	13,541	4,296	31.7	25	.2	3		3		9,214	68.0
PFS- 1 THRU 5*	10,941	3,952	36.1	23	.2	2		2		6,962	63.6
PFS- 6 THRU 9	1,918	319	16.6	1	.1			1	.1	1,597	83.3
PFS-10 THRU 12	401	21	5.2	1	.2					379	94.5
PFS-13 THRU 16	248	4	1.6			1	.4			243	98.0
PFS-17 THRU 19	30									30	100.0
PFS-20 THRU 21	3									3	100.0
TOTAL OTHER PAY SYSTEMS	644	46	7.1	1	.2	4	.6	1	.2	592	91.9
UP THRU $6,499	183	28	15.3							155	84.7
$ 6,500 THRU $ 9,999	285	17	6.0			3	1.1	1	.4	264	92.6
$10,000 THRU $13,999	70	1	1.4	1	1.4					68	97.1
$14,000 THRU $17,999	85					1	1.2			84	98.8
$18,000 THRU $25,999	18									18	100.0
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY

TABLE 3-13

IDAHO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,426	41	.6	45	.6	120	1.6	19	.3	7,201	97.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,516	32	.7	25	.6	86	1.9	9	.2	4,364	96.6
GS- 1 THRU 4	746	11	1.5	10	1.3	32	4.3	4	.5	689	92.4
GS- 5 THRU 8	1,457	15	1.0	11	.8	33	2.3	3	.2	1,395	95.7
GS- 9 THRU 11	1,509	6	.4	4	.3	17	1.1	2	.1	1,480	98.1
GS-12 THRU 13	675					3	.4			672	99.6
GS-14 THRU 15	122					1	.8			121	99.2
GS-16 THRU 18	7									7	100.0
TOTAL WAGE SYSTEMS.....	918	3	.3	7	.8	30	3.3	3	.3	875	95.3
UP THRU $5,499	10	1	10.0			1	10.0			8	80.0
$ 5,500 THRU $ 6,999	139	2	1.4			8	5.8	2	1.4	127	91.4
$ 7,000 THRU $ 7,999	189			3	1.6	7	3.7	1	.5	178	94.2
$ 8,000 THRU $ 8,999	316			3	.9	10	3.2			303	95.9
$ 9,000 THRU $ 9,999	123					1	.8			122	99.2
$10,000 THRU $13,999	138			1	.7	2	1.4			135	97.8
$14,000 THRU $17,999	3					1	33.3			2	66.7
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,910	6	.3	11	.6	3	.2	7	.4	1,883	98.6
PFS- 1 THRU 5*	1,567	6	.4	9	.6	2	.1	5	.3	1,545	98.6
PFS- 6 THRU 9	286			2	.7	1	.3	1	.3	282	98.6
PFS-10 THRU 12	49							1	2.0	48	98.0
PFS-13 THRU 16	8									8	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	82			2	2.4	1	1.2			79	96.3
UP THRU $6,499	41			2	4.9					39	95.1
$ 6,500 THRU $ 9,999	32					1	3.1			31	96.9
$10,000 THRU $13,999	5									5	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-13a

IDAHO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,339	29	.4	36	.5	113	1.5	20	.3	7,141	97.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,361	22	.5	18	.4	75	1.7	9	.2	4,237	97.2
GS- 1 THRU 4	737	8	1.1	8	1.1	26	3.5	4	.5	691	93.8
GS- 5 THRU 8	1,387	8	.6	8	.6	26	1.9	3	.2	1,342	96.8
GS- 9 THRU 11	1,469	6	.4	2	.1	18	1.2	2	.1	1,441	98.1
GS-12 THRU 13	643					4	.6			639	99.4
GS-14 THRU 15	118					1	.8			117	99.2
GS-16 THRU 18	7									7	100.0
TOTAL WAGE SYSTEMS.....	990	6	.6	9	.9	35	3.5	3	.3	937	94.6
UP THRU $5,499	57	2	3.5	1	1.8	8	14.0			46	80.7
$ 5,500 THRU $ 6,999	249	4	1.6	3	1.2	12	4.8	1	.4	229	92.0
$ 7,000 THRU $ 7,999	305			4	1.3	12	3.9	2	.7	287	94.1
$ 8,000 THRU $ 8,999	210					1	.5			209	99.5
$ 9,000 THRU $ 9,999	108					1	.9			107	99.1
$10,000 THRU $13,999	61			1	1.6	1	1.6			59	96.7
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,888	1	.1	7	.4	3	.2	8	.4	1,869	99.0
PFS- 1 THRU 5*	1,547	1	.1	5	.3	2	.1	6	.4	1,533	99.1
PFS- 6 THRU 9	283			2	.7	1	.4	1	.4	279	98.6
PFS-10 THRU 12	50							1	2.0	49	98.0
PFS-13 THRU 16	8									8	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	100			2	2.0					98	98.0
UP THRU $6,499	53			2	3.8					51	96.2
$ 6,500 THRU $ 9,999	29									29	100.0
$10,000 THRU $13,999	15									15	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-14

ILLINOIS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	106,535	31,765	29.8	883	.8	94	.1	435	.4	73,358	68.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	43,972	7,727	17.6	334	.8	46	.1	279	.6	35,586	80.9
GS- 1 THRU 4	11,141	3,835	34.4	143	1.3	14	.1	26	.2	7,123	63.9
GS- 5 THRU 8	13,018	2,675	20.5	78	.6	13	.1	63	.5	10,189	78.3
GS- 9 THRU 11	10,624	816	7.7	61	.6	9	.1	118	1.1	9,620	90.5
GS-12 THRU 13	7,368	336	4.6	34	.5	7	.1	55	.7	6,936	94.1
GS-14 THRU 15	1,752	64	3.7	18	1.0	2	.1	17	1.0	1,651	94.2
GS-16 THRU 18	69	1	1.4			1	1.4			67	97.1
TOTAL WAGE SYSTEMS.....	11,865	2,943	24.8	158	1.3	6	.1	13	.1	8,745	73.7
UP THRU $5,499	403	76	18.9	16	4.0					311	77.2
$ 5,500 THRU $ 6,999	2,110	1,272	60.3	57	2.7			1		780	37.0
$ 7,000 THRU $ 7,999	2,088	676	32.4	33	1.6			1		1,378	66.0
$ 8,000 THRU $ 8,999	2,030	425	20.9	17	.8	2	.1	4	.2	1,582	77.9
$ 9,000 THRU $ 9,999	3,270	370	11.3	24	.7	2	.1	4	.1	2,870	87.8
$10,000 THRU $13,999	1,888	122	6.5	10	.5	1	.1	3	.2	1,752	92.8
$14,000 THRU $17,999	74	2	2.7	1	1.4					71	95.9
$18,000 AND OVER	2					1	50.0			1	50.0
TOTAL POSTAL FIELD SERVICE.....	50,036	20,963	41.9	390	.8	41	.1	138	.3	28,514	57.0
PFS- 1 THRU 5*	43,936	19,099	43.5	347	.8	36	.1	126	.3	24,278	55.3
PFS- 6 THRU 9	4,885	1,708	35.0	32	.7	4	.1	12	.2	3,129	64.1
PFS-10 THRU 12	924	120	13.0	1	.1	1	.1			802	86.8
PFS-13 THRU 16	305	32	10.5							273	89.5
PFS-17 THRU 19	32	3	9.4							29	90.6
PFS-20 THRU 21	4	1	25.0							3	75.0
TOTAL OTHER PAY SYSTEMS	667	132	19.9	11	1.7	1	.2	5	.8	518	77.5
UP THRU $6,499	256	86	33.6	6	2.3			2	.8	162	63.3
$ 6,500 THRU $ 9,999	256	42	16.4	5	2.0	1	.4	1	.4	207	80.9
$10,000 THRU $13,999	84	2	2.4							82	97.6
$14,000 THRU $17,999	33							2	6.1	31	93.9
$18,000 THRU $25,999	17	1	5.9							16	94.1
$26,000 AND OVER	16	1	6.3							15	93.8

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-14a

ILLINOIS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	107,356	31,817	29.6	820	.8	89	.1	411	.4	74,219	69.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	45,202	7,698	17.0	288	.6	40	.1	256	.6	36,920	81.7
GS- 1 THRU 4	12,143	4,045	33.3	111	.9	11	.1	23	.2	7,953	65.5
GS- 5 THRU 8	13,007	2,509	19.3	79	.6	13	.1	56	.4	10,350	79.6
GS- 9 THRU 11	10,854	803	7.4	54	.5	7	.1	113	1.0	9,877	91.0
GS-12 THRU 13	7,459	288	3.9	30	.4	6	.1	51	.7	7,084	95.0
GS-14 THRU 15	1,671	52	3.1	14	.8	2	.1	13	.8	1,590	95.2
GS-16 THRU 18	68	1	1.5			1	1.5			66	97.1
TOTAL WAGE SYSTEMS.....	13,371	3,311	24.8	169	1.3	5		16	.1	9,870	73.8
UP THRU $5,499	719	229	31.8	30	4.2			1	.1	459	63.8
$ 5,500 THRU $ 6,999	3,649	1,898	52.0	64	1.8	1		3	.1	1,683	46.1
$ 7,000 THRU $ 7,999	2,338	599	25.6	32	1.4			1		1,706	73.0
$ 8,000 THRU $ 8,999	2,923	374	12.8	17	.6	2	.1	6	.2	2,524	86.3
$ 9,000 THRU $ 9,999	2,539	168	6.6	22	.9	2	.1	2	.1	2,345	92.4
$10,000 THRU $13,999	1,166	43	3.7	4	.3			3	.3	1,116	95.7
$14,000 THRU $17,999	36									36	100.0
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	48,155	20,683	43.0	356	.7	43	.1	138	.3	26,935	55.9
PFS- 1 THRU 5*	42,115	18,981	45.1	328	.8	39	.1	127	.3	22,640	53.8
PFS- 6 THRU 9	4,812	1,564	32.5	27	.6	3	.1	11	.2	3,207	66.6
PFS-10 THRU 12	884	106	12.0	1	.1	1	.1			776	87.8
PFS-13 THRU 16	312	28	9.0							284	91.0
PFS-17 THRU 19	28	3	10.7							25	89.3
PFS-20 THRU 21	4	1	25.0							3	75.0
TOTAL OTHER PAY SYSTEMS	628	125	19.9	7	1.1	1	.2	1	.2	494	78.7
UP THRU $6,499	345	103	29.9	3	.9					239	69.3
$ 6,500 THRU $ 9,999	155	19	12.3	4	2.6	1	.6	1	.6	130	83.9
$10,000 THRU $13,999	77	2	2.6							75	97.4
$14,000 THRU $17,999	22	1	4.5							21	95.5
$18,000 THRU $25,999	17									17	100.0
$26,000 AND OVER	12									12	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY

TABLE 3-15

INDIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	43,734	6,349	14.5	71	.2	10		31	.1	37,273	85.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	20,721	2,980	14.4	34	.2	6		27	.1	17,674	85.3
GS- 1 THRU 4	9,339	2,018	21.6	12	.1	2		2		7,305	78.2
GS- 5 THRU 8	5,136	747	14.5	14	.3	2		5	.1	4,368	85.0
GS- 9 THRU 11	4,009	172	4.3	2		1		6	.1	3,828	95.5
GS-12 THRU 13	1,917	41	2.1	4	.2			6	.3	1,866	97.3
GS-14 THRU 15	308	2	.6	2	.6	1	.3	8	2.6	295	95.8
GS-16 THRU 18	12									12	100.0
TOTAL WAGE SYSTEMS.....	7,719	707	9.2	8	.1	3		2		6,999	90.7
UP THRU $5,499	560	7	1.3							553	98.8
$ 5,500 THRU $ 6,999	1,604	353	22.0	1	.1	3	.2			1,247	77.7
$ 7,000 THRU $ 7,999	1,201	175	14.6	3	.2			1	.1	1,022	85.1
$ 8,000 THRU $ 8,999	1,044	89	8.5					1	.1	954	91.4
$ 9,000 THRU $ 9,999	1,533	65	4.2	3	.2					1,465	95.6
$10,000 THRU $13,999	1,744	18	1.0	1	.1					1,725	98.9
$14,000 THRU $17,999	32									32	100.0
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	14,883	2,552	17.1	29	.2	1		2		12,299	82.6
PFS- 1 THRU 5*	12,665	2,311	18.2	28	.2	1		2		10,323	81.5
PFS- 6 THRU 9	1,804	227	12.6	1	.1					1,576	87.4
PFS-10 THRU 12	359	12	3.3							347	96.7
PFS-13 THRU 16	54	2	3.7							52	96.3
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	411	110	26.8							301	73.2
UP THRU $6,499	274	107	39.1							167	60.9
$ 6,500 THRU $ 9,999	91	3	3.3							88	96.7
$10,000 THRU $13,999	27									27	100.0
$14,000 THRU $17,999	9									9	100.0
$18,000 THRU $25,999	5									5	100.0
$26,000 AND OVER	5									5	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-15a

INDIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	41,521	5,619	13.5	64	.2	7		29	.1	35,802	86.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	17,506	2,470	14.1	24	.1	4		22	.1	14,986	85.6
GS- 1 THRU 4	6,683	1,586	23.7	5	.1	3		5	.1	5,084	76.1
GS- 5 THRU 8	4,745	692	14.6	12	.3			3	.1	4,038	85.1
GS- 9 THRU 11	4,001	162	4.0	3	.1	1		6	.1	3,829	95.7
GS-12 THRU 13	1,785	27	1.5	2	.1			6	.3	1,750	98.0
GS-14 THRU 15	282	3	1.1	2	.7			2	.7	275	97.5
GS-16 THRU 18	10									10	100.0
TOTAL WAGE SYSTEMS.....	9,156	751	8.2	10	.1	2		5	.1	8,388	91.6
UP THRU $5,499	108	14	13.0							94	87.0
$ 5,500 THRU $ 6,999	3,425	419	12.2	1		2	.1	2	.1	3,001	87.6
$ 7,000 THRU $ 7,999.	2,282	189	8.3	3	.1			2	.1	2,088	91.5
$ 8,000 THRU $ 8,999	1,367	84	6.1	2	.1			1	.1	1,280	93.6
$ 9,000 THRU $ 9,999	1,265	37	2.9	4	.3					1,224	96.8
$10,000 THRU $13,999	691	8	1.2							683	98.8
$14,000 THRU $17,999	18									18	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	14,613	2,381	16.3	30	.2	1		2		12,199	83.5
PFS- 1 THRU 5*	12,419	2,169	17.5	29	.2	1		2		10,218	82.3
PFS- 6 THRU 9	1,788	202	11.3	1	.1					1,585	88.6
PFS-10 THRU 12	357	8	2.2							349	97.8
PFS-13 THRU 16	48	2	4.2							46	95.8
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	246	17	6.9							229	93.1
UP THRU $6,499	155	15	9.7							140	90.3
$ 6,500 THRU $ 9,999	60	2	3.3							58	96.7
$10,000 THRU $13,999	15									15	100.0
$14,000 THRU $17,999	7									7	100.0
$18,000 THRU $25,999	5									5	100.0
$26,000 AND OVER	4									4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-16

IOWA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	16,647	400	2.4	54	.3	6		22	.1	16,165	97.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,909	116	2.0	17	.3	3	.1	20	.3	5,753	97.4
GS- 1 THRU 4	1,249	53	4.2	3	.2	2	.2			1,191	95.4
GS- 5 THRU 8	2,209	38	1.7	7	.3			1		2,163	97.9
GS- 9 THRU 11	1,506	15	1.0	4	.3	1	.1	12	.8	1,474	97.9
GS-12 THRU 13	756	8	1.1	1	.1			3	.4	744	98.4
GS-14 THRU 15	185	2	1.1	2	1.1			4	2.2	177	95.7
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....	1,241	51	4.1	4	.3	2	.2			1,184	95.4
UP THRU $5,499	12	1	8.3							11	91.7
$ 5,500 THRU $ 6,999	395	34	8.6			2	.5			359	90.9
$ 7,000 THRU $ 7,999	196	8	4.1							188	95.9
$ 8,000 THRU $ 8,999	242	4	1.7	1	.4					237	97.9
$ 9,000 THRU $ 9,999	263	4	1.5							259	98.5
$10,000 THRU $13,999	128			3	2.3					125	97.7
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER	3									3	100.0
TOTAL POSTAL FIELD SERVICE.....	9,341	232	2.5	31	.3	1		2		9,075	97.2
PFS- 1 THRU 5*	7,761	202	2.6	30	.4	1		1		7,527	97.0
PFS- 6 THRU 9	1,342	27	2.0	1	.1			1	.1	1,313	97.8
PFS-10 THRU 12	213	2	.9							211	99.1
PFS-13 THRU 16	24	1	4.2							23	95.8
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	156	1	.6	2	1.3					153	98.1
UP THRU $6,499	70			1	1.4					69	98.6
$ 6,500 THRU $ 9,999	58	1	1.7	1	1.7					56	96.6
$10,000 THRU $13,999	19									19	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 THRU $25,999	5									5	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1969 MINORITY GROUP STUDY

TABLE 3-16a

IOWA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	16,386	369	2.3	50	.3	5		19	.1	15,943	97.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,753	120	2.1	17	.3	1		18	.3	5,597	97.3
GS- 1 THRU 4	1,336	62	4.6	2	.1	1	.1			1,271	95.1
GS- 5 THRU 8	2,040	33	1.6	8	.4			1		1,998	97.9
GS- 9 THRU 11	1,513	16	1.1	4	.3			11	.7	1,482	98.0
GS-12 THRU 13	685	7	1.0					4	.6	674	98.4
GS-14 THRU 15	175	1	.6	3	1.7			2	1.1	169	96.6
GS-16 THRU 18	4	1	25.0							3	75.0
TOTAL WAGE SYSTEMS.....	1,280	56	4.4	3	.2	3	.2			1,218	95.2
UP THRU $5,499	39	8	20.5							31	79.5
$ 5,500 THRU $ 6,999	505	32	6.3			2	.4			471	93.3
$ 7,000 THRU $ 7,999	244	10	4.1	1	.4					233	95.5
$ 8,000 THRU $ 8,999	270	4	1.5			1	.4			265	98.1
$ 9,000 THRU $ 9,999	152	2	1.3	1	.7					149	98.0
$10,000 THRU $13,999	69			1	1.4					68	98.6
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	9,202	192	2.1	30	.3	1		1		8,978	97.6
PFS- 1 THRU 5*	7,677	165	2.1	28	.4	1		1		7,482	97.5
PFS- 6 THRU 9	1,290	25	1.9	2	.2					1,263	97.9
PFS-10 THRU 12	212	1	.5							211	99.5
PFS-13 THRU 16	22	1	4.5							21	95.5
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	151	1	.7							150	99.3
UP THRU $6,499	86	1	1.2							85	98.8
$ 6,500 THRU $ 9,999	45									45	100.0
$10,000 THRU $13,999	13									13	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-17

KANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	21,347	1,547	7.2	230	1.1	183	.9	48	.2	19,339	90.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	10,027	691	6.9	94	.9	132	1.3	27	.3	9,083	90.6
GS- 1 THRU 4	2,810	389	13.8	35	1.2	57	2.0	12	.4	2,317	82.5
GS- 5 THRU 8	3,359	206	6.1	27	.8	31	.9	6	.2	3,089	92.0
GS- 9 THRU 11	2,432	81	3.3	13	.5	39	1.6	5	.2	2,294	94.3
GS-12 THRU 13	1,178	11	.9	6	.5	5	.4			1,156	98.1
GS-14 THRU 15	241	4	1.7	13	5.4			4	1.7	220	91.3
GS-16 THRU 18	7									7	100.0
TOTAL WAGE SYSTEMS.....	2,979	435	14.6	37	1.2	35	1.2	17	.6	2,455	82.4
UP THRU $5,499	23	4	17.4	1	4.3					18	78.3
$ 5,500 THRU $ 6,999	727	228	31.4	10	1.4	6	.8	16	2.2	467	64.2
$ 7,000 THRU $ 7,999	652	117	17.9	13	2.0	10	1.5			512	78.5
$ 8,000 THRU $ 8,999	754	50	6.6	8	1.1	7	.9			689	91.4
$ 9,000 THRU $ 9,999	376	13	3.5	2	.5	8	2.1	1	.3	352	93.6
$10,000 THRU $13,999	424	23	5.4	3	.7	4	.9			394	92.9
$14,000 THRU $17,999	13									13	100.0
$18,000 AND OVER	10									10	100.0
TOTAL POSTAL FIELD SERVICE.....	8,161	420	5.1	98	1.2	16	.2	3		7,624	93.4
PFS- 1 THRU 5*	6,594	364	5.5	90	1.4	12	.2	3		6,125	92.9
PFS- 6 THRU 9	1,171	45	3.8	8	.7	4	.3			1,114	95.1
PFS-10 THRU 12	235	9	3.8							226	96.2
PFS-13 THRU 16	137	2	1.5							135	98.5
PFS-17 THRU 19	23									23	100.0
PFS-20 THRU 21	1									1	100.0
TOTAL OTHER PAY SYSTEMS	180	1	.6	1	.6			1	.6	177	98.3
UP THRU $6,499	87	1	1.1	1	1.1					85	97.7
$ 6,500 THRU $ 9,999	44									44	100.0
$10,000 THRU $13,999	32							1	3.1	31	96.9
$14,000 THRU $17,999	11									11	100.0
$18,000 THRU $25,999	5									5	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-17a

KANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	21,279	1,552	7.3	219	1.0	166	.8	48	.2	19,294	90.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,793	658	6.7	89	.9	110	1.1	26	.3	8,910	91.0
GS- 1 THRU 4	3,023	399	13.2	35	1.2	46	1.5	11	.4	2,532	83.8
GS- 5 THRU 8	3,246	192	5.9	27	.8	30	.9	5	.2	2,992	92.2
GS- 9 THRU 11	2,365	63	2.7	10	.4	31	1.3	6	.3	2,255	95.3
GS-12 THRU 13	984	4	.4	5	.5	3	.3			972	98.8
GS-14 THRU 15	170			12	7.1			4	2.4	154	90.6
GS-16 THRU 18	5									5	100.0
TOTAL WAGE SYSTEMS.....	3,191	471	14.8	35	1.1	38	1.2	18	.6	2,629	82.4
UP THRU $5,499	279	87	31.2	3	1.1	8	2.9	3	1.1	178	63.8
$ 5,500 THRU $ 6,999	1,011	263	26.0	13	1.3	15	1.5	12	1.2	708	70.0
$ 7,000 THRU $ 7,999	1,066	91	8.5	11	1.0	12	1.1	2	.2	950	89.1
$ 8,000 THRU $ 8,999	452	21	4.6	3	.7	1	.2	1	.2	426	94.2
$ 9,000 THRU $ 9,999	183	5	2.7	4	2.2	1	.5			173	94.5
$10,000 THRU $13,999	200	4	2.0	1	.5	1	.5			194	97.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	8,122	423	5.2	95	1.2	18	.2	3		7,583	93.4
PFS- 1 THRU 5*	6,565	375	5.7	88	1.3	15	.2	3		6,084	92.7
PFS- 6 THRU 9	1,165	41	3.5	7	.6	3	.3			1,114	95.6
PFS-10 THRU 12	240	5	2.1							235	97.9
PFS-13 THRU 16	134	2	1.5							132	98.5
PFS-17 THRU 19	16									16	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	173							1	.6	172	99.4
UP THRU $6,499	100									100	100.0
$ 6,500 THRU $ 9,999	39									39	100.0
$10,000 THRU $13,999	14									14	100.0
$14,000 THRU $17,999	13							1	7.7	12	92.3
$18,000 THRU $25,999	6									6	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY

TABLE 3-18

KENTUCKY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	33,684	3,274	9.7	47	.1	11		22	.1	30,330	90.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	14,001	1,065	7.6	25	.2	2		17	.1	12,892	92.1
GS- 1 THRU 4	4,343	556	12.8	8	.2			3	.1	3,776	86.9
GS- 5 THRU 8	4,559	376	8.2	6	.1	1		4	.1	4,172	91.5
GS- 9 THRU 11	3,448	118	3.4	9	.3	1		7	.2	3,313	96.1
GS-12 THRU 13	1,422	13	.9							1,409	99.1
GS-14 THRU 15	225	2	.9	2	.9			3	1.3	218	96.9
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....	15,835	1,373	12.7	16	.1	3		1		9,442	87.1
UP THRU $5,499	622	264	42.4	2	.3					356	57.2
$ 5,500 THRU $ 6,999	2,776	582	21.0	3	.1	2	.1			2,189	78.9
$ 7,000 THRU $ 7,999	1,977	261	13.2	3	.2					1,713	86.6
$ 8,000 THRU $ 8,999	2,229	179	8.0	6	.3	1				2,043	91.7
$ 9,000 THRU $ 9,999	1,710	71	4.2	2	.1			1	.1	1,636	95.7
$10,000 THRU $13,999	1,480	15	1.0							1,465	99.0
$14,000 THRU $17,999	40	1	2.5							39	97.5
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	8,242	801	9.7	6	.1	6	.1	3		7,426	90.1
PFS- 1 THRU 5*	6,913	710	10.3	6	.1	5	.1	2		6,190	89.5
PFS- 6 THRU 9	1,111	84	7.6			1	.1	1	.1	1,025	92.3
PFS-10 THRU 12	199	7	3.5							192	96.5
PFS-13 THRU 16	18									18	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	606	35	5.8					1	.2	570	94.1
UP THRU $6,499	159	27	17.1							131	82.9
$ 6,500 THRU $ 9,999	227	7	3.1							220	96.9
$10,000 THRU $13,999	128	1	.8					1	.8	126	98.4
$14,000 THRU $17,999	43									43	100.0
$18,000 THRU $25,999	44									44	100.0
$26,000 AND OVER	6									6	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-18a

KENTUCKY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	34,518	3,388	9.8	44	.1	7		24	.1	31,055	90.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,796	1,025	7.4	25	.2			20	.1	12,726	92.2
GS- 1 THRU 4	4,493	570	12.7	11	.2			5	.1	3,907	87.0
GS- 5 THRU 8	4,479	360	8.0	5	.1			5	.1	4,109	91.7
GS- 9 THRU 11	3,309	85	2.6	6	.2			6	.2	3,212	97.1
GS-12 THRU 13	1,299	8	.6	1	.1			1	.1	1,289	99.2
GS-14 THRU 15	211	2	.9	2	.9			3	1.4	204	96.7
GS-16 THRU 18	5									5	100.0
TOTAL WAGE SYSTEMS.....	11,781	1,535	13.0	16	.1	3		2		10,225	86.8
UP THRU $5,499	1,158	377	32.6	1	.1			1	.1	779	67.3
$ 5,500 THRU $ 6,999	3,514	758	21.6	5	.1	1				2,750	78.3
$ 7,000 THRU $ 7,999	2,772	283	10.2	3	.1	1				2,485	89.6
$ 8,000 THRU $ 8,999	2,325	89	3.8	7	.3			1		2,228	95.8
$ 9,000 THRU $ 9,999	764	16	2.1							748	97.9
$10,000 THRU $13,999	1,228	11	.9			1	.1			1,216	99.0
$14,000 THRU $17,999	20	1	5.0							19	95.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	8,309	794	9.6	3		4		1		7,507	90.3
PFS- 1 THRU 5*	7,035	721	10.2	3		3				6,308	89.7
PFS- 6 THRU 9	1,067	69	6.5			1	.1	1	.1	996	93.3
PFS-10 THRU 12	187	4	2.1							183	97.9
PFS-13 THRU 16	19									19	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	632	34	5.4					1	.2	597	94.5
UP THRU $6,499	217	26	12.0							191	88.0
$ 6,500 THRU $ 9,999	221	7	3.2							214	96.8
$10,000 THRU $13,999	90	1	1.1							89	98.9
$14,000 THRU $17,999	71							1	1.4	70	98.6
$18,000 THRU $25,999	31									31	100.0
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-19

LOUISIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	26,045	5,490	21.1	206	.8	14	.1	32	.1	20,303	78.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12,923	1,347	10.4	115	.9	9	.1	23	.2	11,429	88.4
GS- 1 THRU 4	3,681	861	23.4	25	.7	2	.1	8	.2	2,785	75.7
GS- 5 THRU 8	3,995	339	8.5	36	.9	1		3	.1	3,616	90.5
GS- 9 THRU 11	3,159	127	4.0	30	.9	4	.1	6	.2	2,992	94.7
GS-12 THRU 13	1,691	19	1.1	15	.9	1	.1	6	.4	1,650	97.6
GS-14 THRU 15	387	1	.3	9	2.3	1	.3			376	97.2
GS-16 THRU 18	10									10	100.0
TOTAL WAGE SYSTEMS.....	4,171	1,352	32.4	66	1.6	4	.1	2		2,747	65.9
UP THRU $5,499	628	397	63.2	14	2.2	1	.2	1	.2	215	34.2
$ 5,500 THRU $ 6,999	976	591	60.6	20	2.0	1	.1			364	37.3
$ 7,000 THRU $ 7,999	812	235	28.9	9	1.1	1	.1	1	.1	566	69.7
$ 8,000 THRU $ 8,999	973	98	10.1	9	.9					866	89.0
$ 9,000 THRU $ 9,999	431	23	5.3	10	2.3	1	.2			397	92.1
$10,000 THRU $13,999	333	8	2.4	4	1.2					321	96.4
$14,000 THRU $17,999	13									13	100.0
$18,000 AND OVER	5									5	100.0
TOTAL POSTAL FIELD SERVICE.....	8,558	2,770	32.4	20	.2	1		4		5,763	67.3
PFS- 1 THRU 5*	6,901	2,393	34.7	18	.3	1		3		4,486	65.0
PFS- 6 THRU 9	1,408	367	26.1	2	.1			1	.1	1,038	73.7
PFS-10 THRU 12	218	10	4.6							208	95.4
PFS-13 THRU 16	30									30	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	393	21	5.3	5	1.3			3	.8	364	92.6
UP THRU $6,499	73	15	20.5					2	2.7	56	76.7
$ 6,500 THRU $ 9,999	169	3	1.8							166	98.2
$10,000 THRU $13,999	127	1	.8	5	3.9			1	.8	120	94.5
$14,000 THRU $17,999	13	2	15.4							11	84.6
$18,000 THRU $25,999	8									8	100.0
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-19a

LOUISIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	26,253	5,361	20.4	181	.7	11		33	.1	20,667	78.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12,991	1,252	9.6	112	.9	8	.1	28	.2	11,591	89.2
GS- 1 THRU 4	3,958	866	21.9	33	.8	4	.1	7	.2	3,048	77.0
GS- 5 THRU 8	3,793	270	7.1	28	.7			3	.1	3,492	92.1
GS- 9 THRU 11	3,262	106	3.2	31	1.0	2	.1	8	.2	3,115	95.5
GS-12 THRU 13	1,594	9	.6	11	.7	1	.1	10	.6	1,563	98.1
GS-14 THRU 15	374	1	.3	9	2.4	1	.3			363	97.1
GS-16 THRU 18	10									10	100.0
TOTAL WAGE SYSTEMS.....	4,321	1,333	30.8	46	1.1	2				2,940	68.0
UP THRU $5,499	735	444	60.4	14	1.9	1	.1			276	37.6
$ 5,500 THRU $ 6,999	1,037	570	55.0	13	1.3	1	.1			453	43.7
$ 7,000 THRU $ 7,999	1,162	252	21.7	6	.5					904	77.8
$ 8,000 THRU $ 8,999	844	50	5.9	8	.9					786	93.1
$ 9,000 THRU $ 9,999	257	12	4.7	1	.4					244	94.9
$10,000 THRU $13,999	275	5	1.8	4	1.5					266	96.7
$14,000 THRU $17,999	7									7	100.0
$18,000 AND OVER	4									4	100.0
TOTAL POSTAL FIELD SERVICE.....	8,579	2,755	32.1	19	.2	1		4		5,800	67.6
PFS- 1 THRU 5*	6,990	2,419	34.6	17	.2	1		3		4,550	65.1
PFS- 6 THRU 9	1,358	329	24.2	2	.1			1	.1	1,026	75.6
PFS-10 THRU 12	204	7	3.4							197	96.6
PFS-13 THRU 16	26									26	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	362	21	5.8	4	1.1			1	.3	336	92.8
UP THRU $6,499	125	18	14.4							107	85.6
$ 6,500 THRU $ 9,999	168	2	1.2	1	.6			1	.6	164	97.6
$10,000 THRU $13,999	37			1	2.7					36	97.3
$14,000 THRU $17,999	22	1	4.5	2	9.1					19	86.4
$18,000 THRU $25,999	7									7	100.0
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-20

MAINE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,767	28	.4	9	.1	10	.1	4	.1	7,716	99.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,770	13	.5	4	.1	6	.2	3	.1	2,744	99.1
GS- 1 THRU 4	741	8	1.1	1	.1	1	.1			731	98.7
GS- 5 THRU 8	841	3	.4	1	.1	2	.2	2	.2	833	99.0
GS- 9 THRU 11	851	2	.2							849	99.8
GS-12 THRU 13	283					3	1.1			280	98.9
GS-14 THRU 15	53			2	3.8			1	1.9	50	94.3
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	1,259	4	.3	1	.1	1	.1	1	.1	1,251	99.4
UP THRU $5,499	79	1	1.3							78	98.7
$ 5,500 THRU $ 6,999	401	2	.5			1	.2	1	.2	397	99.0
$ 7,000 THRU $ 7,999	559	1	.2							558	99.8
$ 8,000 THRU $ 8,999	95			1	1.1					94	98.9
$ 9,000 THRU $ 9,999	54									54	100.0
$10,000 THRU $13,999	69									69	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	3,684	11	.3	4	.1	2	.1			3,667	99.5
PFS- 1 THRU 5*	3,008	9	.3	4	.1	2	.1			2,993	99.5
PFS- 6 THRU 9	586	2	.3							584	99.7
PFS-10 THRU 12	86									86	100.0
PFS-13 THRU 16	4									4	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	55					1	1.8			54	98.2
UP THRU $6,499	25									25	100.0
$ 6,500 THRU $ 9,999	24									24	100.0
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999	1					1	100.0				
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1969 MINORITY GROUP STUDY

TABLE 3-20a

MAINE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 31,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,857	24	.3	5	.1	13	.2	5	.1	7,810	99.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,791	14	.5	1		7	.3	3	.1	2,766	99.1
GS- 1 THRU 4	781	6	.8	1	.1	3	.4			771	98.7
GS- 5 THRU 8	822	4	.5			1	.1	1	.1	816	99.3
GS- 9 THRU 11	857	2	.2			3	.4			852	99.4
GS-12 THRU 13	275	2	.7							273	99.3
GS-14 THRU 15	55							2	3.6	53	96.4
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	1,320	5	.4	1	.1	2	.2	2	.2	1,310	99.2
UP THRU $5,499	269	3	1.1			1	.4	1	.4	264	98.1
$ 5,500 THRU $ 6,999	479	1	.2			1	.2	1	.2	476	99.4
$ 7,000 THRU $ 7,999	411	1	.2							410	99.8
$ 8,000 THRU $ 8,999	73			1	1.4					72	98.6
$ 9,000 THRU $ 9,999	57									57	100.0
$10,000 THRU $13,999	31									31	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	3,690	5	.1	3	.1	3	.1			3,679	99.7
PFS- 1 THRU 5*	2,993	4	.1	3	.1	3	.1			2,983	99.7
PFS- 6 THRU 9	607	1	.2							606	99.8
PFS-10 THRU 12	85									85	100.0
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	56					1	1.8			55	98.2
UP THRU $6,499	27									27	100.0
$ 6,500 THRU $ 9,999	26									26	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999	1					1	100.0				
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY TABLE 3-21

MARYLAND

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	118,396	24,544	20.7	395	.3	118	.1	547	.5	92,792	78.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	85,067	13,257	15.6	323	.4	87	.1	479	.6	70,921	83.4
GS- 1 THRU 4	16,858	5,975	35.4	28	.2	10	.1	28	.2	10,817	64.2
GS- 5 THRU 8	25,346	4,750	18.7	87	.3	33	.1	69	.3	20,407	80.5
GS- 9 THRU 11	17,678	1,690	9.6	83	.5	25	.1	110	.6	15,770	89.2
GS-12 THRU 13	16,834	702	4.2	93	.6	12	.1	186	1.1	15,841	94.1
GS-14 THRU 15	7,659	138	1.8	31	.4	7	.1	85	1.1	7,398	96.6
GS-16 THRU 18	692	2	.3	1	.1			1	.1	688	99.4
TOTAL WAGE SYSTEMS.....	19,085	7,775	40.7	31	.2	10	.1	14	.1	11,255	59.0
UP THRU $5,499	411	264	64.2	1	.2	1	.2			145	35.3
$ 5,500 THRU $ 6,999	5,085	3,681	72.4	8	.2			4	.1	1,392	27.4
$ 7,000 THRU $ 7,999	3,835	2,125	55.4	6	.2	4	.1	4	.1	1,696	44.2
$ 8,000 THRU $ 8,999	4,102	956	23.3	8	.2	2		3	.1	3,133	76.4
$ 9,000 THRU $ 9,999	3,336	538	16.1	4	.1	2	.1	2	.1	2,790	83.6
$10,000 THRU $13,999	2,182	208	9.5	4	.2	1				1,969	90.2
$14,000 THRU $17,999	120	2	1.7					1	.8	117	97.5
$18,000 AND OVER.	14	1	7.1							13	92.9
TOTAL POSTAL FIELD SERVICE.....	11,556	3,451	29.9	21	.2	18	.2	14	.1	8,052	69.7
PFS- 1 THRU 5*	9,676	3,142	32.5	17	.2	16	.2	12	.1	6,489	67.1
PFS- 6 THRU 9	1,545	281	18.2	4	.3			2	.1	1,258	81.4
PFS-10 THRU 12	224	18	8.0			2	.9			204	91.1
PFS-13 THRU 16	82	9	11.0							73	89.0
PFS-17 THRU 19	28	1	3.6							27	96.4
PFS-20 THRU 21	1									1	100.0
TOTAL OTHER PAY SYSTEMS	2,688	61	2.3	20	.7	3	.1	40	1.5	2,564	95.4
UP THRU $6,499	134	29	21.6	1	.7					104	77.6
$ 6,500 THRU $ 9,999	391	8	2.0	3	.8	1	.3	1	.3	378	96.7
$10,000 THRU $13,999	1,521	16	1.1	14	.9	2	.1	22	1.4	1,467	96.4
$14,000 THRU $17,999	214	2	.9	1	.5			13	6.1	198	92.5
$18,000 THRU $25,999	184	3	1.6	1	.5			2	1.1	178	96.7
$26,000 AND OVER	244	3	1.2					2	.8	239	98.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-21a

MARYLAND

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	115,631	24,170	20.9	318	.3	86	.1	481	.4	90,576	78.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	81,387	12,463	15.3	271	.3	72	.1	420	.5	68,161	83.7
GS- 1 THRU 4	16,869	5,690	33.7	32	.2	12	.1	25	.1	11,110	65.9
GS- 5 THRU 8	24,259	4,304	17.7	61	.3	30	.1	62	.3	19,802	81.6
GS- 9 THRU 11	17,047	1,798	10.5	74	.4	18	.1	84	.5	15,083	88.5
GS-12 THRU 13	15,884	577	3.6	81	.5	6		178	1.1	15,042	94.7
GS-14 THRU 15	6,695	103	1.5	23	.3	6	.1	70	1.0	6,493	97.0
GS-16 THRU 18	633	1	.2					1	.2	631	99.7
TOTAL WAGE SYSTEMS.....	20,443	8,452	41.3	23	.1	7		15	.1	11,946	58.4
UP THRU $5,499	1,265	954	75.4							311	24.6
$ 5,500 THRU $ 6,999	6,377	4,306	67.5	7	.1	1		6	.1	2,057	32.3
$ 7,000 THRU $ 7,999.	5,924	2,112	35.7	8	.1	4	.1	6	.1	3,794	64.0
$ 8,000 THRU $ 8,999	3,810	680	17.8	4	.1	1				3,125	82.0
$ 9,000 THRU $ 9,999	1,470	216	14.7	2	.1			1	.1	1,251	85.1
$10,000 THRU $13,999	1,520	175	11.5	2	.1	1	.1	2	.1	1,340	88.2
$14,000 THRU $17,999	71	8	11.3							63	88.7
$18,000 AND OVER	6	1	16.7							5	83.3
TOTAL POSTAL FIELD SERVICE.....	11,196	3,217	28.7	15	.1	4		16	.1	7,944	71.0
PFS- 1 THRU 5*	9,476	2,943	31.1	12	.1	2		15	.2	6,504	68.6
PFS- 6 THRU 9	1,453	254	17.5	3	.2			1	.1	1,195	82.2
PFS-10 THRU 12	203	14	6.9			2	1.0			187	92.1
PFS-13 THRU 16	43	5	11.6							38	88.4
PFS-17 THRU 19	20	1	5.0							19	95.0
PFS-20 THRU 21	1									1	100.0
TOTAL OTHER PAY SYSTEMS	2,605	38	1.5	9	.3	3	.1	30	1.2	2,525	96.9
UP THRU $6,499	419	11	2.6					1	.2	407	97.1
$ 6,500 THRU $ 9,999	922	13	1.4	5	.5	1	.1	5	.5	898	97.4
$10,000 THRU $13,999	503	8	1.6	3	.6	2	.4	16	3.2	474	94.2
$14,000 THRU $17,999	440	3	.7	1	.2			7	1.6	429	97.5
$18,000 THRU $25,999	120	2	1.7							118	98.3
$26,000 AND OVER	201	1	.5					1	.5	199	99.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 3-22

MASSACHUSETTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	60,988	2,794	4.6	167	.3	37	.1	[illegible]3	.2	57,867	94.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	25,075	1,031	4.1	65	.3	22	.1	87	.3	23,870	95.2
GS- 1 THRU 4	6,349	465	7.3	23	.4	11	.2	15	.2	5,835	91.9
GS- 5 THRU 8	7,314	323	4.4	14	.2	7	.1	10	.1	6,960	95.2
GS- 9 THRU 11	5,508	129	2.3	12	.2	3	.1	14	.3	5,350	97.1
GS-12 THRU 13	4,445	82	1.8	9	.2			27	.6	4,327	97.3
GS-14 THRU 15	1,386	31	2.2	7	.5	1	.1	20	1.4	1,327	95.7
GS-16 THRU 18	73	1	1.4					1	1.4	71	97.3
TOTAL WAGE SYSTEMS.....	9,854	614	6.2	52	.5	4		14	.1	9,170	93.1
UP THRU $5,499	57	2	3.5							55	96.5
$ 5,500 THRU $ 6,999	1,671	211	12.6	26	1.6	1	.1	4	.2	1,429	85.5
$ 7,000 THRU $ 7,999	1,657	119	7.2	16	1.0			3	.2	1,519	91.7
$ 8,000 THRU $ 8,999	2,445	147	6.0	8	.3	1		3	.1	2,286	93.5
$ 9,000 THRU $ 9,999	2,755	108	3.9	2	.1	2	.1	3	.1	2,640	95.8
$10,000 THRU $13,999	1,216	27	2.2					1	.1	1,188	97.7
$14,000 THRU $17,999	36									36	100.0
$18,000 AND OVER	17									17	100.0
TOTAL POSTAL FIELD SERVICE.....	25,601	1,139	4.4	48	.2	11		17	.1	24,386	95.3
PFS- 1 THRU 5*	22,253	1,056	4.7	46	.2	8		16	.1	21,127	94.9
PFS- 6 THRU 9	2,538	71	2.8	1		2	.1			2,464	97.1
PFS-10 THRU 12	554	9	1.6	1	.2	1	.2	1	.2	542	97.8
PFS-13 THRU 16	228	2	.9							226	99.1
PFS-17 THRU 19	26	1	3.8							25	96.2
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	458	10	2.2	2	.4			5	1.1	441	96.3
UP THRU $6,499	120	1	.8					1	.8	118	98.3
$ 6,500 THRU $ 9,999	176	4	2.3					1	.6	171	97.2
$10,000 THRU $13,999	104	4	3.8	2	1.9			1	1.0	97	93.3
$14,000 THRU $17,999	26	1	3.8							25	96.2
$18,000 THRU $25,999	13									13	100.0
$26,000 AND OVER	19							2	10.5	17	89.5

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-22a

MASSACHUSETTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	63,008	2,492	4.0	118	.2	26		120	.2	60,252	95.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	25,978	912	3.5	43	.2	12		87	.3	24,924	95.9
GS- 1 THRU 4	6,862	433	6.3	8	.1	9	.1	16	.2	6,396	93.2
GS- 5 THRU 8	7,354	281	3.8	11	.1	1		7	.1	7,054	95.9
GS- 9 THRU 11	5,776	116	2.0	13	.2	1		10	.2	5,636	97.6
GS-12 THRU 13	4,517	62	1.4	7	.2	1		31	.7	4,416	97.8
GS-14 THRU 15	1,394	19	1.4	4	.3			23	1.6	1,348	96.7
GS-16 THRU 18	75	1	1.3							74	98.7
TOTAL WAGE SYSTEMS.....	11,354	653	5.8	40	.4	4		15	.1	10,642	93.7
UP THRU $5,499	796	79	9.9	20	2.5			2	.3	695	87.3
$ 5,500 THRU $ 6,999	3,220	319	9.9	10	.3	2	.1	7	.2	2,882	89.5
$ 7,000 THRU $ 7,999	5,211	212	4.1	9	.2	2		4	.1	4,984	95.6
$ 8,000 THRU $ 8,999	886	28	3.2	1	.1			1	.1	856	96.6
$ 9,000 THRU $ 9,999	578	12	2.1					1	.2	565	97.8
$10,000 THRU $13,999	647	3	.5							644	99.5
$14,000 THRU $17,999	14									14	100.0
$18,000 AND OVER	2									2	100.0
TOTAL POSTAL FIELD SERVICE.....	25,183	921	3.7	31	.1	10		14	.1	24,207	96.1
PFS- 1 THRU 5*	21,776	852	3.9	26	.1	7		13	.1	20,878	95.9
PFS- 6 THRU 9	2,632	63	2.4	5	.2	2	.1	1		2,561	97.3
PFS-10 THRU 12	543	5	.9			1	.2			537	98.9
PFS-13 THRU 16	212	1	.5							211	99.5
PFS-17 THRU 19	18									18	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	493	6	1.2	4	.8			4	.8	479	97.2
UP THRU $6,499	226	2	.9	2	.9			1	.4	221	97.8
$ 6,500 THRU $ 9,999	135	3	2.2	1	.7			1	.7	130	96.3
$10,000 THRU $13,999	51									51	100.0
$14,000 THRU $17,999	40	1	2.5	1	2.5					38	95.0
$18,000 THRU $25,999	17									17	100.0
$26,000 AND OVER	24							2	8.3	22	91.7

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-23

MICHIGAN

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	50,581	11,878	23.5	198	.4	95	.2	81	.2	38,329	75.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	20,190	4,200	20.8	70	.3	31	.2	59	.3	15,830	78.4
GS- 1 THRU 4	4,759	1,938	40.7	22	.5	13	.3	4	.1	2,782	58.5
GS- 5 THRU 8	5,436	1,395	25.7	22	.4	7	.1	9	.2	4,001	73.6
GS- 9 THRU 11	5,819	647	11.1	14	.2	5	.1	22	.4	5,131	88.2
GS-12 THRU 13	3,460	194	5.6	10	.3	6	.2	10	.3	3,240	93.6
GS-14 THRU 15	699	25	3.6	2	.3			14	2.0	658	94.1
GS-16 THRU 18	19	1	5.3							18	94.7
TOTAL WAGE SYSTEMS.....	4,040	999	24.7	14	.3	33	.8	3	.1	2,991	74.0
UP THRU $5,499	11	6	54.5	1	9.1					4	36.4
$ 5,500 THRU $ 6,999	546	210	38.5	1	.2	7	1.3			328	60.1
$ 7,000 THRU $ 7,999	697	294	42.2	1	.1	12	1.7			390	56.0
$ 8,000 THRU $ 8,999	920	168	18.3	6	.7	6	.7			740	80.4
$ 9,000 THRU $ 9,999	729	145	19.9	1	.1	4	.5			579	79.4
$10,000 THRU $13,999	1,061	173	16.3	4	.4	4	.4	3	.3	877	82.7
$14,000 THRU $17,999	74	3	4.1							71	95.9
$18,000 AND OVER	2									2	100.0
TOTAL POSTAL FIELD SERVICE.....	25,990	6,625	25.6	113	.4	29	.1	18	.1	19,105	73.8
PFS- 1 THRU 5*	22,038	5,707	25.9	96	.4	24	.1	16	.1	16,195	73.5
PFS- 6 THRU 9	3,221	870	27.0	17	.5	3	.1	1		2,330	72.3
PFS-10 THRU 12	539	38	7.1			2	.4			499	92.6
PFS-13 THRU 16	89	9	10.1					1	1.1	79	88.8
PFS-17 THRU 19	3	1	33.3							2	66.7
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	461	54	11.7	1	.2	2	.4	1	.2	403	87.4
UP THRU $6,499	198	38	19.2	1	.5	1	.5			158	79.8
$ 6,500 THRU $ 9,999	188	13	6.9			1	.5	1	.5	173	92.0
$10,000 THRU $13,999	49	2	4.1							47	95.9
$14,000 THRU $17,999	12									12	100.0
$18,000 THRU $25,999	11	1	9.1							10	90.9
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-23a

MICHIGAN

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	50,951	11,770	23.1	178	.3	85	.2	80	.2	38,838	76.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	20,880	4,199	20.1	57	.3	34	.2	55	.3	16,535	79.2
GS- 1 THRU 4	5,355	2,006	37.5	16	.3	9	.2	3	.1	3,321	62.0
GS- 5 THRU 8	5,417	1,399	25.8	12	.2	9	.2	12	.2	3,985	73.6
GS- 9 THRU 11	5,856	610	10.4	14	.2	8	.1	20	.3	5,204	88.9
GS-12 THRU 13	3,506	162	4.6	13	.4	8	.2	11	.3	3,312	94.5
GS-14 THRU 15	731	21	2.9	2	.3			9	1.2	699	95.6
GS-16 THRU 18	15	1	6.7							14	93.3
TOTAL WAGE SYSTEMS.....	4,293	1,093	25.5	16	.4	20	.5	4	.1	3,160	73.6
UP THRU $5,499	28	2	7.1			1	3.5			25	89.3
$ 5,500 THRU $ 6,999	1,165	409	35.1	5	.4	10	.9			741	63.6
$ 7,000 THRU $ 7,999	1,114	355	31.9	3	.3	6	.5			750	67.3
$ 8,000 THRU $ 8,999	638	138	21.6	3	.5	1	.2	2	.3	494	77.4
$ 9,000 THRU $ 9,999	754	123	16.3	3	.4			1	.1	627	83.2
$10,000 THRU $13,999	565	64	11.3	2	.4	2	.4	1	.2	496	87.8
$14,000 THRU $17,999	28	2	7.1							26	92.9
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	25,323	6,429	25.4	104	.4	29	.1	19	.1	18,742	74.0
PFS- 1 THRU 5*	21,521	5,565	25.9	87	.4	25	.1	17	.1	15,827	73.5
PFS- 6 THRU 9	3,184	825	25.9	17	.5	3	.1	1		2,338	73.4
PFS-10 THRU 12	530	30	5.7			1	.2			499	94.2
PFS-13 THRU 16	85	8	9.4					1	1.2	76	89.4
PFS-17 THRU 19	3	1	33.3							2	66.7
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	455	49	10.8	1	.2	2	.4	2	.4	401	88.1
UP THRU $6,499	276	39	14.1			1	.4	1	.4	235	85.1
$ 6,500 THRU $ 9,999	122	8	6.6	1	.8	1	.8			112	91.8
$10,000 THRU $13,999	27	1	3.7							26	96.3
$14,000 THRU $17,999	20							1	5.0	19	95.0
$18,000 THRU $25,999	7	1	14.3							6	85.7
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-24

MINNESOTA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	27,381	569	2.1	74	.3	266	1.0	57	.2	26,415	96.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	10,456	215	2.0	21	.2	168	1.6	35	.3	10,017	95.9
GS- 1 THRU 4	2,256	75	3.3	6	.3	89	3.9	7	.3	2,079	92.2
GS- 5 THRU 8	3,413	79	2.3	6	.2	44	1.3	8	.2	3,276	96.0
GS- 9 THRU 11	2,892	43	1.5	7	.2	26	.9	3	.1	2,813	97.3
GS-12 THRU 13	1,690	16	.9	2	.1	7	.4	11	.7	1,654	97.9
GS-14 THRU 15	392	2	.5			2	.5	6	1.5	382	97.4
GS-16 THRU 18	13									13	100.0
TOTAL WAGE SYSTEMS.....	2,118	59	2.8	5	.2	56	2.6	1		1,997	94.3
UP THRU $5,499	2	1	50.0	1	50.0						
$ 5,500 THRU $ 6,999	516	33	6.4	2	.4	19	3.7	1	.2	461	89.3
$ 7,000 THRU $ 7,999	228	7	3.1	1	.4	13	5.7			207	90.8
$ 8,000 THRU $ 8,999	528	12	2.3	1	.2	17	3.2			498	94.3
$ 9,000 THRU $ 9,999	399	4	1.0			4	1.0			391	98.0
$10,000 THRU $13,999	436	2	.5			3	.7			431	98.9
$14,000 THRU $17,999	9									9	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	14,343	292	2.0	47	.3	41	.3	21	.1	13,942	97.2
PFS- 1 THRU 5*	11,734	221	1.9	41	.3	34	.3	14	.1	11,424	97.4
PFS- 6 THRU 9	2,031	61	3.0	6	.3	7	.3	1		1,956	96.3
PFS-10 THRU 12	370	7	1.9					3	.8	360	97.3
PFS-13 THRU 16	183	3	1.6					3	1.6	177	96.7
PFS-17 THRU 19	23									23	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	264	3	1.1	1	.4	1	.4			259	98.1
UP THRU $6,499	83	3	3.6							80	96.4
$ 6,500 THRU $ 9,999	111					1	.9			110	99.1
$10,000 THRU $13,999	45			1	2.2					44	97.8
$14,000 THRU $17,999	14									14	100.0
$18,000 THRU $25,999	9									9	100.0
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-24a

MINNESOTA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	26,897	577	2.1	67	.2	184	.7	53	.2	26,016	96.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	10,270	195	1.9	15	.1	104	1.0	29	.3	9,927	96.7
GS- 1 THRU 4	2,269	70	3.1	5	.2	48	2.1	5	.2	2,141	94.4
GS- 5 THRU 8	3,139	72	2.3	5	.2	28	.9	7	.2	3,027	96.4
GS- 9 THRU 11	2,869	36	1.3	3	.1	19	.7	4	.1	2,807	97.8
GS-12 THRU 13	1,615	13	.8	2	.1	7	.4	7	.4	1,586	98.2
GS-14 THRU 15	366	4	1.1			2	.5	6	1.6	354	96.7
GS-16 THRU 18	12									12	100.0
TOTAL WAGE SYSTEMS.....	2,087	61	2.9	6	.3	32	1.5	1		1,987	95.2
UP THRU $5,499	31	5	16.1			2	6.5			24	77.4
$ 5,500 THRU $ 6,999	536	37	6.9	3	.6	10	1.9	1	.2	485	90.5
$ 7,000 THRU $ 7,999	329	11	3.3	1	.3	10	3.0			307	93.3
$ 8,000 THRU $ 8,999	574	6	1.0	2	.3	7	1.2			559	97.4
$ 9,000 THRU $ 9,999	381	2	.5			2	.5			377	99.0
$10,000 THRU $13,999	234					1	.4			233	99.6
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	14,283	320	2.2	46	.3	47	.3	22	.2	13,848	97.0
PFS- 1 THRU 5*	11,716	245	2.1	41	.3	39	.3	15	.1	11,376	97.1
PFS- 6 THRU 9	2,030	65	3.2	5	.2	8	.4	2	.1	1,950	96.1
PFS-10 THRU 12	353	7	2.0					2	.6	344	97.5
PFS-13 THRU 16	162	3	1.9					3	1.9	156	96.3
PFS-17 THRU 19	21									21	100.0
PFS-20 THRU 21	1									1	100.0
TOTAL OTHER PAY SYSTEMS	257	1	.4			1	.4	1	.4	254	98.8
UP THRU $5,499	97	1	1.0							96	99.0
$ 6,500 THRU $ 9,999	118					1	.8	1	.8	116	98.3
$10,000 THRU $13,999	24									24	100.0
$14,000 THRU $17,999	7									7	100.0
$18,000 THRU $25,999	10									10	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-25

MISSISSIPPI

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	18,705	2,053	11.0	35	.2	105	.6	12	.1	16,500	88.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	10,055	442	4.6	24	.2	62	.6	11	.1	9,496	94.4
GS- 1 THRU 4	2,507	304	12.1	5	.2	38	1.5			2,160	86.2
GS- 5 THRU 8	3,250	65	2.0	10	.3	11	.3	3	.1	3,161	97.3
GS- 9 THRU 11	2,768	89	3.2	5	.2	9	.3	1		2,664	96.2
GS-12 THRU 13	1,303	4	.3	3	.2	3	.2	5	.4	1,288	98.8
GS-14 THRU 15	219			1	.5	1	.5	2	.9	215	98.2
GS-16 THRU 18	8									8	100.0
TOTAL WAGE SYSTEMS.....	3,985	1,225	30.7	3	.1	42	1.1	1		2,714	68.1
UP THRU $5,499	726	577	79.5			6	.8			143	19.7
$ 5,500 THRU $ 6,999	1,045	502	48.0	2	.2	16	1.5			525	50.2
$ 7,000 THRU $ 7,999	1,191	132	11.1			20	1.7	1	.1	1,038	87.2
$ 8,000 THRU $ 8,999	627	11	1.8							616	98.2
$ 9,000 THRU $ 9,999	199	3	1.5							196	98.5
$10,000 THRU $13,999	181									181	100.0
$14,000 THRU $17,999	15			1	6.7					14	93.3
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	4,402	345	7.8	8	.2	1				4,048	92.0
PFS- 1 THRU 5*	3,622	323	8.9	7	.2					3,292	90.9
PFS- 6 THRU 9	643	21	3.3	1	.2	1	.2			620	96.4
PFS-10 THRU 12	126	1	.8							125	99.2
PFS-13 THRU 16	11									11	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	263	21	8.0							242	92.0
UP THRU $6,499	93	16	17.2							77	82.8
$ 6,500 THRU $ 9,999	106	5	4.7							101	95.3
$10,000 THRU $13,999	24									24	100.0
$14,000 THRU $17,999	17									17	100.0
$18,000 THRU $25,999	20									20	100.0
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-25a

MISSISSIPPI

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	19,353	2,198	11.4	34	.2	92	.5	16	.1	17,013	87.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	10,292	416	4.0	24	.2	55	.5	15	.1	9,782	95.0
GS- 1 THRU 4	2,745	275	10.0	9	.3	32	1.2	1		2,428	88.5
GS- 5 THRU 8	3,117	63	2.0	6	.2	12	.4	2	.1	3,034	97.3
GS- 9 THRU 11	2,907	76	2.6	5	.2	8	.3	5	.2	2,813	96.8
GS-12 THRU 13	1,300	2	.2	2	.2	2	.2	5	.4	1,289	99.2
GS-14 THRU 15	214			2	.9	1	.5	2	.9	209	97.7
GS-16 THRU 18	9									9	100.0
TOTAL WAGE SYSTEMS.....	4,420	1,471	33.3	2		36	.8	1		2,910	65.8
UP THRU $5,499	1,234	930	75.4			13	1.1			291	23.6
$ 5,500 THRU $ 6,999	1,418	470	33.1	1	.1	21	1.5	1	.1	925	65.2
$ 7,000 THRU $ 7,999	1,111	62	5.6			2	.2			1,047	94.2
$ 8,000 THRU $ 8,999	344	8	2.3							336	97.7
$ 9,000 THRU $ 9,999	163	1	.6							162	99.4
$10,000 THRU $13,999	143									143	100.0
$14,000 THRU $17,999	7			1	14.3					6	85.7
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	4,397	293	6.7	8	.2	1				4,095	93.1
PFS- 1 THRU 5*	3,639	274	7.5	7	.2	1				3,357	92.3
PFS- 6 THRU 9	630	19	3.0	1	.2					610	96.8
PFS-10 THRU 12	118									118	100.0
PFS-13 THRU 16	10									10	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	244	18	7.4							226	92.6
UP THRU $6,499	123	16	13.0							107	87.0
$ 6,500 THRU $ 9,999	66	2	3.0							64	97.0
$10,000 THRU $13,999	22									22	100.0
$14,000 THRU $17,999	19									19	100.0
$18,000 THRU $25,999	13									13	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-26

MISSOURI

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	62,550	11,562	18.5	334	.5	58	.1	109	.2	50,487	80.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	37,165	5,052	13.6	198	.5	41	.1	96	.3	31,778	85.5
GS- 1 THRU 4	9,523	2,496	26.2	56	.6	14	.1	12	.1	6,945	72.9
GS- 5 THRU 8	10,342	1,562	15.1	56	.5	13	.1	16	.2	8,695	84.1
GS- 9 THRU 11	10,277	813	7.9	51	.5	8	.1	35	.3	9,370	91.2
GS-12 THRU 13	5,781	154	2.7	25	.4	6	.1	13	.2	5,583	96.6
GS-14 THRU 15	1,197	26	2.2	10	.8			20	1.7	1,141	95.3
GS-16 THRU 18	45	1	2.2							44	97.8
TOTAL WAGE SYSTEMS.....	5,517	1,352	24.5	16	.3	4	.1	7	.1	4,133	75.0
UP THRU $5,499	217	12	5.5	1	.5			2	.9	202	93.1
$ 5,500 THRU $ 6,999	1,190	573	48.2	3	.3	2	.2	3	.3	609	51.2
$ 7,000 THRU $ 7,999	1,113	385	34.6	2	.2					726	65.2
$ 8,000 THRU $ 8,999	854	217	25.4	3	.4	1	.1	1	.1	632	74.0
$ 9,000 THRU $ 9,999	1,051	103	9.8	3	.3			1	.1	944	89.8
$10,000 THRU $13,999	1,004	62	6.2	4	.4	1	.1			937	93.3
$14,000 THRU $17,999	60									60	100.0
$18,000 AND OVER	23									23	100.0
TOTAL POSTAL FIELD SERVICE.....	19,559	5,129	26.2	119	.6	13	.1	6		14,292	73.1
PFS- 1 THRU 5*	16,378	4,583	28.0	108	.7	12	.1	5		11,670	71.3
PFS- 6 THRU 9	2,399	506	21.1	10	.4	1		1		1,881	78.4
PFS-10 THRU 12	509	33	6.5	1	.2					475	93.3
PFS-13 THRU 16	239	7	2.9							232	97.1
PFS-17 THRU 19	32									32	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	314	29	9.2	1	.3					284	90.4
UP THRU $6,499	121	25	20.7	1	.8					95	78.5
$ 6,500 THRU $ 9,999	110	3	2.7							107	97.3
$10,000 THRU $13,999	53									53	100.0
$14,000 THRU $17,999	10									10	100.0
$18,000 THRU $25,999	12	1	8.3							11	91.7
$26,000 AND OVER	8									8	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-26a

MISSOURI

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	62,992	11,601	18.4	323	.5	56	.1	107	.2	50,905	80.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	37,159	4,949	13.3	186	.5	37	.1	91	.2	31,896	85.8
GS- 1 THRU 4	10,154	2,582	25.4	47	.5	10	.1	9	.1	7,506	73.9
GS- 5 THRU 8	10,303	1,464	14.2	59	.6	9	.1	18	.2	8,753	85.0
GS- 9 THRU 11	10,270	754	7.3	52	.5	10	.1	35	.3	9,419	91.7
GS-12 THRU 13	5,384	135	2.5	20	.4	8	.1	20	.4	5,201	96.6
GS-14 THRU 15	1,008	14	1.4	8	.8			9	.9	977	96.9
GS-16 THRU 18	40									40	100.0
TOTAL WAGE SYSTEMS.....	5,896	1,404	23.8	22	.4	5	.1	6	.1	4,459	75.6
UP THRU $5,499	317	21	6.6	3	.9			2	.6	291	91.8
$ 5,500 THRU $ 6,999	2,250	1,016	45.2	10	.4	3	.1	3	.1	1,218	54.1
$ 7,000 THRU $ 7,999	1,251	245	19.6	2	.2	2	.2	1	.1	1,001	80.0
$ 8,000 THRU $ 8,999	1,070	84	7.9	4	.4					982	91.8
$ 9,000 THRU $ 9,999	456	24	5.3	2	.4					430	94.3
$10,000 THRU $13,999	544	14	2.6	1	.2					529	97.2
$14,000 THRU $17,999	8									8	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	19,608	5,222	26.6	114	.6	13	.1	8		14,251	72.7
PFS- 1 THRU 5*	16,618	4,779	28.8	105	.6	12	.1	6		11,716	70.5
PFS- 6 THRU 9	2,259	407	18.0	8	.4	1		1		1,842	81.5
PFS-10 THRU 12	484	33	6.8	1	.2			1	.2	449	92.8
PFS-13 THRU 16	220	3	1.4							217	98.6
PFS-17 THRU 19	25									25	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	329	26	7.9	1	.3	1	.3	2	.6	299	90.9
UP THRU $5,499	145	23	15.9	1	.7					121	83.4
$ 6,500 THRU $ 9,999	112	2	1.8			1	.9			109	97.3
$10,000 THRU $13,999	31							2	6.5	29	93.5
$14,000 THRU $17,999	23									23	100.0
$18,000 THRU $25,999	13	1	7.7							12	92.3
$26,000 AND OVER	5									5	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-27

MONTANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9,467	42	.4	30	.3	610	6.4	12	.1	8,773	92.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,661	24	.4	17	.3	417	7.4	10	.2	5,193	91.7
GS- 1 THRU 4	1,109	6	.5	6	.5	237	21.4	1	.1	859	77.5
GS- 5 THRU 8	1,602	6	.4	5	.3	110	6.9	3	.2	1,478	92.3
GS- 9 THRU 11	1,880	6	.3	4	.2	48	2.6	3	.2	1,819	96.8
GS-12 THRU 13	920	3	.3			18	2.0	2	.2	897	97.5
GS-14 THRU 15	144	2	1.4	2	1.4	4	2.8	1	.7	135	93.8
GS-16 THRU 18	6	1	16.7							5	83.3
TOTAL WAGE SYSTEMS.....	1,459	8	.5	6	.4	175	12.0			1,270	87.0
UP THRU $5,499	1									1	100.0
$ 5,500 THRU $ 6,999	283	4	1.4	2	.7	49	17.3			228	80.6
$ 7,000 THRU $ 7,999	353	2	.6	2	.6	42	11.9			307	87.0
$ 8,000 THRU $ 8,999	488	2	.4	2	.4	57	11.7			427	87.5
$ 9,000 THRU $ 9,999	89					12	13.5			77	86.5
$10,000 THRU $13,999	242					15	6.2			227	93.8
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,213	8	.4	7	.3	17	.8	2	.1	2,179	98.5
PFS- 1 THRU 5*	1,825	7	.4	7	.4	14	.8	2	.1	1,795	98.4
PFS- 6 THRU 9	330	1	.3			3	.9			326	98.8
PFS-10 THRU 12	47									47	100.0
PFS-13 THRU 16	11									11	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	134	2	1.5			1	.7			131	97.8
UP THRU $6,499	46	2	4.3							44	95.7
$ 6,500 THRU $ 9,999	42									42	100.0
$10,000 THRU $13,999	39					1	2.6			38	97.4
$14,000 THRU $17,999	3									3	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-27a

MONTANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9,308	44	.5	21	.2	608	6.5	12	.1	8,623	92.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,483	29	.5	13	.2	425	7.8	9	.2	5,007	91.3
GS- 1 THRU 4	1,106	9	.8	4	.4	248	22.4	1	.1	844	76.3
GS- 5 THRU 8	1,535	7	.5	4	.3	103	6.7	3	.2	1,418	92.4
GS- 9 THRU 11	1,868	9	.5	3	.2	57	3.1	3	.2	1,796	96.1
GS-12 THRU 13	845	3	.4	1	.1	13	1.5	2	.2	826	97.8
GS-14 THRU 15	125			1	.8	4	3.2			120	96.0
GS-16 THRU 18	4	1	25.0							3	75.0
TOTAL WAGE SYSTEMS.....	1,460	9	.6	5	.3	153	10.5			1,293	88.6
UP THRU $5,499	11	1	9.1							10	90.9
$ 5,500 THRU $ 6,999	336	5	1.5	1	.3	45	13.4			285	84.8
$ 7,000 THRU $ 7,999.	497	3	.6	3	.6	50	10.1			441	88.7
$ 8,000 THRU $ 8,999	347					42	12.1			305	87.9
$ 9,000 THRU $ 9,999	117					9	7.7			108	92.3
$10,000 THRU $13,999	151			1	.7	7	4.6			143	94.7
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,209	4	.2	3	.1	18	.8	3	.1	2,181	98.7
PFS- 1 THRU 5*	1,821	4	.2	3	.2	14	.8	3	.2	1,797	98.7
PFS- 6 THRU 9	326					4	1.2			322	98.8
PFS-10 THRU 12	50									50	100.0
PFS-13 THRU 16	12									12	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	156	2	1.3			12	7.7			142	91.0
UP THRU $6,499	85	2	2.4			12	14.1			71	83.5
$ 6,500 THRU $ 9,999	48									48	100.0
$10,000 THRU $13,999	11									11	100.0
$14,000 THRU $17,999	10									10	100.0
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

NEBRASKA

TABLE 3-28

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	14,082	643	4.6	91	.6	86	.6	21	.1	13,241	94.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,652	260	3.9	33	.5	49	.7	17	.3	6,293	94.6
GS- 1 THRU 4	1,383	139	10.1	7	.5	24	1.7			1,213	87.7
GS- 5 THRU 8	2,088	71	3.4	17	.8	13	.6	3	.1	1,984	95.0
GS- 9 THRU 11	1,723	31	1.8	6	.3	9	.5	10	.6	1,667	96.7
GS-12 THRU 13	1,195	19	1.6	1	.1	2	.2	3	.3	1,170	97.9
GS-14 THRU 15	253			2	.8	1	.4	1	.4	249	98.4
GS-16 THRU 18	10									10	100.0
TOTAL WAGE SYSTEMS.....	1,437	195	13.6	24	1.7	30	2.1	1	.1	1,187	82.6
UP THRU $5,499	43	6	14.0	1	2.3					36	83.7
$ 5,500 THRU $ 6,999	411	137	33.3	10	2.4	15	3.6			249	60.6
$ 7,000 THRU $ 7,999	374	36	9.6	6	1.6	8	2.1			324	86.6
$ 8,000 THRU $ 8,999	437	11	2.5	4	.9	4	.9			418	95.7
$ 9,000 THRU $ 9,999	49	3	6.1	2	4.1					44	89.8
$10,000 THRU $13,999	115	2	1.7	1	.9	3	2.6	1	.9	108	93.9
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER	7									7	100.0
TOTAL POSTAL FIELD SERVICE.....	5,901	185	3.1	34	.6	7	.1	3	.1	5,672	96.1
PFS- 1 THRU 5*	4,767	150	3.1	29	.6	6	.1	3	.1	4,579	96.1
PFS- 6 THRU 9	1,003	35	3.5	5	.5	1	.1			962	95.9
PFS-10 THRU 12	116									116	100.0
PFS-13 THRU 16	14									14	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	92	3	3.3							89	96.7
UP THRU $6,499	28	1	3.6							27	96.4
$ 6,500 THRU $ 9,999	34	1	2.9							33	97.1
$10,000 THRU $13,999	18									18	100.0
$14,000 THRU $17,999	3	1	33.3							2	66.7
$18,000 THRU $25,999	5									5	100.0
$26,000 AND OVER	4									4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-28a

NEBRASKA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	13,695	616	4.5	91	.7	38	.3	19	.1	12,931	94.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,318	226	3.6	30	.5	22	.3	14	.2	6,026	95.4
GS- 1 THRU 4	1,245	117	9.4	8	.6	8	.6			1,112	89.3
GS- 5 THRU 8	2,009	66	3.3	14	.7	6	.3	4	.2	1,919	95.5
GS- 9 THRU 11	1,681	33	2.0	5	.3	5	.3	6	.4	1,632	97.1
GS-12 THRU 13	1,138	10	.9	1	.1	2	.2	1	.1	1,124	98.8
GS-14 THRU 15	234			2	.9	1	.4	3	1.3	228	97.4
GS-16 THRU 18	11									11	100.0
TOTAL WAGE SYSTEMS.....	1,388	198	14.3	25	1.8	9	.6	1	.1	1,155	83.2
UP THRU $5,499	149	42	28.2	4	2.7					103	69.1
$ 5,500 THRU $ 6,999	470	133	28.3	13	2.8	5	1.1			319	67.9
$ 7,000 THRU $ 7,999	497	21	4.2	5	1.0	1	.2			470	94.6
$ 8,000 THRU $ 8,999	155	1	.6	1	.6	2	1.3	1	.6	150	96.8
$ 9,000 THRU $ 9,999	51	1	2.0	1	2.0	1	2.0			48	94.1
$10,000 THRU $13,999	66			1	1.5					65	98.5
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	5,895	190	3.2	36	.6	7	.1	4	.1	5,658	96.0
PFS- 1 THRU 5*	4,799	159	3.3	31	.6	6	.1	4	.1	4,599	95.8
PFS- 6 THRU 9	963	31	3.2	5	.5	1	.1			926	96.2
PFS-10 THRU 12	119									119	100.0
PFS-13 THRU 16	13									13	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	94	2	2.1							92	97.9
UP THRU $6,499	46	1	2.2							45	97.8
$ 6,500 THRU $ 9,999	24	1	4.2							23	95.8
$10,000 THRU $13,999	11									11	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 THRU $25,999	7									7	100.0
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-29

NEVADA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,798	365	4.7	220	2.8	250	3.2	45	.6	6,918	88.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,813	64	1.7	65	1.7	138	3.6	29	.8	3,517	92.2
GS- 1 THRU 4	772	28	3.6	15	1.9	66	8.5	2	.3	661	85.6
GS- 5 THRU 8	1,034	20	1.9	20	1.9	40	3.9	7	.7	947	91.6
GS- 9 THRU 11	1,103	13	1.2	18	1.6	22	2.0	13	1.2	1,037	94.0
GS-12 THRU 13	495	1	.1	12	1.7	9	1.3	6	.9	667	96.0
GS-14 THRU 15	196	2	1.0			1	.5	1	.5	192	98.0
GS-16 THRU 18	13									13	100.0
TOTAL WAGE SYSTEMS.....	2,298	209	9.1	113	4.9	94	4.1	7	.3	1,875	81.6
UP THRU $5,499	1			1	100.0						
$ 5,500 THRU $ 6,999	120	29	24.2	2	1.7	1	.8	3	2.5	85	70.8
$ 7,000 THRU $ 7,999	348	30	8.6	23	6.6	34	9.8	1	.3	260	74.7
$ 8,000 THRU $ 8,999	766	105	13.7	56	7.3	40	5.2	2	.3	563	73.5
$ 9,000 THRU $ 9,999	346	23	6.6	15	4.3	13	3.8	1	.3	294	85.0
$10,000 THRU $13,999	663	22	3.3	16	2.4	6	.9			619	93.4
$14,000 THRU $17,999	53									53	100.0
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	1,589	91	5.7	42	2.6	18	1.1	9	.6	1,429	89.9
PFS- 1 THRU 5*	1,298	81	6.2	36	2.8	16	1.2	6	.5	1,159	89.3
PFS- 6 THRU 9	243	10	4.1	6	2.5	2	.8	3	1.2	222	91.4
PFS-10 THRU 12	39									39	100.0
PFS-13 THRU 16	9									9	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	98	1	1.0							97	99.0
UP THRU $6,499	13	1	7.7							12	92.3
$ 6,500 THRU $ 9,999	31									31	100.0
$10,000 THRU $13,999	52									52	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-29a

NEVADA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,953	334	4.2	208	2.6	268	3.4	46	.6	7,097	89.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,780	60	1.6	59	1.6	137	3.6	31	.8	3,493	92.4
GS- 1 THRU 4	777	28	3.6	19	2.4	60	7.7	5	.6	665	85.6
GS- 5 THRU 8	1,030	18	1.7	13	1.3	42	4.1	6	.6	951	92.3
GS- 9 THRU 11	1,142	11	1.0	16	1.4	26	2.3	14	1.2	1,075	94.1
GS-12 THRU 13	640	2	.3	11	1.7	7	1.1	5	.8	615	96.1
GS-14 THRU 15	178	1	.6			2	1.1	1	.6	174	97.8
GS-16 THRU 18	13									13	100.0
TOTAL WAGE SYSTEMS.....	2,519	216	8.6	112	4.4	115	4.6	7	.3	2,069	82.1
UP THRU $5,499	4									4	100.0
$ 5,500 THRU $ 6,999	258	41	15.9	7	2.7	16	6.2	3	1.2	191	74.0
$ 7,000 THRU $ 7,999	709	59	8.3	40	5.6	57	8.0	1	.1	552	77.9
$ 8,000 THRU $ 8,999	702	82	11.7	48	6.8	36	5.1	3	.4	533	75.9
$ 9,000 THRU $ 9,999	169	16	9.5	8	4.7	2	1.2			143	84.6
$10,000 THRU $13,999	623	18	2.9	9	1.4	4	.6			592	95.0
$14,000 THRU $17,999	54									54	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,547	57	3.7	37	2.4	16	1.0	7	.5	1,430	92.4
PFS- 1 THRU 5*	1,274	50	3.9	31	2.4	15	1.2	4	.3	1,174	92.2
PFS- 6 THRU 9	226	7	3.1	6	2.7	1	.4	3	1.3	209	92.5
PFS-10 THRU 12	37									37	100.0
PFS-13 THRU 16	10									10	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	107	1	.9					1	.9	105	98.1
UP THRU $6,499	29	1	3.4							28	96.6
$ 6,500 THRU $ 9,999	55							1	1.8	54	98.2
$10,000 THRU $13,999	16									16	100.0
$14,000 THRU $17,999	4									4	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-30

NEW HAMPSHIRE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	12,099	64	.5	9	.1	10	.1	14	.1	12,002	99.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,677	38	.8	4	.1	2		13	.3	4,620	98.8
GS- 1 THRU 4	955	8	.8			1	.1	3	.3	943	98.7
GS- 5 THRU 8	1,157	13	1.1	3	.3			1	.1	1,140	98.5
GS- 9 THRU 11	1,558	11	.7	1	.1					1,546	99.2
GS-12 THRU 13	865	4	.5			1	.1	7	.8	853	98.6
GS-14 THRU 15	141	2	1.4					2	1.4	137	97.2
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	5,115	23	.4	5	.1	5	.1	1		5,081	99.3
UP THRU $5,499	142	1	.7	1	.7			1	.7	139	97.9
$ 5,500 THRU $ 6,999	932	8	.9			2	.2			922	98.9
$ 7,000 THRU $ 7,999	662	4	.6							658	99.4
$ 8,000 THRU $ 8,999	2,363	7	.3	4	.2	2	.1			2,350	99.4
$ 9,000 THRU $ 9,999	307	1	.3							306	99.7
$10,000 THRU $13,999	687	2	.3			1	.1			684	99.6
$14,000 THRU $17,999	9									9	100.0
$18,000 AND OVER	13									13	100.0
TOTAL POSTAL FIELD SERVICE.....	2,280	3	.1			3	.1			2,274	99.7
PFS- 1 THRU 5*	1,909	3	.2			3	.2			1,903	99.7
PFS- 6 THRU 9	317									317	100.0
PFS-10 THRU 12	48									48	100.0
PFS-13 THRU 16	6									6	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	27									27	100.0
UP THRU $6,499	9									9	100.0
$ 6,500 THRU $ 9,999	14									14	100.0
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-30a

NEW HAMPSHIRE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	12,541	50	.4	6		11	.1	9	.1	12,465	99.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,635	22	.5	1		3	.1	9	.2	4,600	99.2
GS- 1 THRU 4	1,090	6	.6			2	.2	1	.1	1,081	99.2
GS- 5 THRU 8	1,133	5	.4	1	.1					1,127	99.5
GS- 9 THRU 11	1,520	6	.4					1	.1	1,513	99.5
GS-12 THRU 13	759	5	.7			1	.1	4	.5	749	98.7
GS-14 THRU 15	132							3	2.3	129	97.7
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	5,673	27	.5	5	.1	5	.1			5,636	99.3
UP THRU $5,499	426	5	1.2	1	.2					420	98.6
$ 5,500 THRU $ 6,999	1,262	12	1.0	1	.1	2	.2			1,247	98.8
$ 7,000 THRU $ 7,999	813									813	100.0
$ 8,000 THRU $ 8,999	2,362	8	.3	3	.1	2	.1			2,349	99.4
$ 9,000 THRU $ 9,999	259					1	.4			258	99.6
$10,000 THRU $13,999	531	2	.4							529	99.6
$14,000 THRU $17,999	16									16	100.0
$18,000 AND OVER	4									4	100.0
TOTAL POSTAL FIELD SERVICE.....	2,207	1				3	.1			2,203	99.8
PFS- 1 THRU 5*	1,840	1	.1			3	.2			1,836	99.8
PFS- 6 THRU 9	313									313	100.0
PFS-10 THRU 12	49									49	100.0
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	26									26	100.0
UP THRU $6,499	17									17	100.0
$ 6,500 THRU $ 9,999	8									8	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-31

NEW JERSEY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	64,195	9,113	14.2	606	.9	29		136	.2	54,311	84.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	27,746	2,819	10.2	119	.4	14	.1	104	.4	24,690	89.0
GS- 1 THRU 4	5,528	1,320	23.9	35	.6	2		11	.2	4,160	75.3
GS- 5 THRU 8	6,662	864	13.0	35	.5	5	.1	14	.2	5,744	86.2
GS- 9 THRU 11	7,319	388	5.3	27	.4	4	.1	32	.4	6,868	93.8
GS-12 THRU 13	6,749	218	3.2	19	.3	3		29	.4	6,480	96.0
GS-14 THRU 15	1,444	29	2.0	3	.2			16	1.1	1,396	96.7
GS-16 THRU 18	44							2	4.5	42	95.5
TOTAL WAGE SYSTEMS.....	10,260	1,782	17.4	134	1.3	5		14	.1	8,325	81.1
UP THRU $5,499	16	3	18.8							13	81.3
$ 5,500 THRU $ 6,999	1,606	704	43.8	47	2.9	1	.1	7	.4	847	52.7
$ 7,000 THRU $ 7,999	2,759	571	20.7	39	1.4	4	.1	3	.1	2,142	77.6
$ 8,000 THRU $ 8,999	3,308	339	10.2	23	.7			2	.1	2,944	89.0
$ 9,000 THRU $ 9,999	1,551	117	7.5	19	1.2			2	.1	1,413	91.1
$10,000 THRU $13,999	987	48	4.9	6	.6					933	94.5
$14,000 THRU $17,999	33									33	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	25,909	4,468	17.2	350	1.4	9		17	.1	21,065	81.3
PFS- 1 THRU 5*	22,430	4,070	18.1	333	1.5	8		17	.1	18,002	80.3
PFS- 6 THRU 9	2,757	370	13.4	17	.6	1				2,369	85.9
PFS-10 THRU 12	609	23	3.8							586	96.2
PFS-13 THRU 16	111	5	4.5							106	95.5
PFS-17 THRU 19	2									2	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	280	44	15.7	3	1.1	1	.4	1	.4	231	82.5
UP THRU $6,499	114	30	26.3	2	1.8					82	71.9
$ 6,500 THRU $ 9,999	119	13	10.9			1	.8	1	.8	104	87.4
$10,000 THRU $13,999	20			1	5.0					19	95.0
$14,000 THRU $17,999	14									14	100.0
$18,000 THRU $25,999	8	1	12.5							7	87.5
$26,000 AND OVER	5									5	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-31a

NEW JERSEY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	65,969	9,361	14.2	522	.8	27		123	.2	55,936	84.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	28,423	2,859	10.1	123	.4	12		94	.3	25,335	89.1
GS- 1 THRU 4	6,153	1,362	22.1	29	.5	2		13	.2	4,752	77.2
GS- 5 THRU 8	6,711	860	12.8	46	.7	4	.1	11	.2	5,790	86.3
GS- 9 THRU 11	7,520	400	5.3	26	.3	4	.1	36	.5	7,054	93.8
GS-12 THRU 13	6,600	215	3.3	20	.3	1		21	.3	6,343	96.1
GS-14 THRU 15	1,390	22	1.6	2	.1	1	.1	11	.8	1,354	97.4
GS-16 THRU 18	44							2	4.5	42	95.5
TOTAL WAGE SYSTEMS.....	11,402	2,026	17.8	138	1.2	4		13	.1	9,221	80.9
UP THRU $5,499	85	11	12.9	2	2.4					72	84.7
$ 5,500 THRU $ 6,999	3,096	1,153	37.2	77	2.5	3	.1	7	.2	1,856	59.9
$ 7,000 THRU $ 7,999.	2,969	502	16.9	28	.9			3	.1	2,436	82.0
$ 8,000 THRU $ 8,999	3,650	266	7.3	20	.5			2	.1	3,362	92.1
$ 9,000 THRU $ 9,999	812	68	8.4	9	1.1	1	.1			734	90.4
$10,000 THRU $13,999	769	26	3.4	2	.3			1	.1	740	96.2
$14,000 THRU $17,999	21									21	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	25,881	4,439	17.2	260	1.0	10		14	.1	21,158	81.8
PFS- 1 THRU 5*	22,523	4,089	18.2	243	1.1	9		14	.1	18,168	80.7
PFS- 6 THRU 9	2,635	326	12.4	17	.6	1				2,291	86.9
PFS-10 THRU 12	613	20	3.3							593	96.7
PFS-13 THRU 16	106	4	3.8							102	96.2
PFS-17 THRU 19	4									4	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	263	37	14.1	1	.4	1	.4	2	.8	222	84.4
UP THRU $6,499	144	29	20.1			1	.7	2	1.4	112	77.8
$ 6,500 THRU $ 9,999	88	7	8.0	1	1.1					80	90.9
$10,000 THRU $13,999	14									14	100.0
$14,000 THRU $17,999	10	1	10.0							9	90.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-32

NEW MEXICO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	22,912	335	1.5	6,496	28.4	3,006	13.1	60	.3	13,015	56.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	15,381	230	1.5	3,075	20.0	2,103	13.7	48	.3	9,925	64.5
GS- 1 THRU 4	3,692	52	1.4	1,071	29.0	1,293	35.0	15	.4	1,261	34.2
GS- 5 THRU 8	4,564	61	1.3	1,244	27.3	540	11.8	11	.2	2,708	59.3
GS- 9 THRU 11	3,928	83	2.1	499	12.7	213	5.4	11	.3	3,122	79.5
GS-12 THRU 13	2,551	30	1.2	239	9.4	46	1.8	7	.3	2,229	87.4
GS-14 THRU 15	623	4	.6	22	3.5	11	1.8	4	.6	582	93.4
GS-16 THRU 18	23									23	100.0
TOTAL WAGE SYSTEMS.....	4,708	76	1.6	2,183	46.4	836	17.8	6	.1	1,607	34.1
UP THRU $5,499	299	16	5.4	182	61.1	49	16.4			51	17.1
$ 5,500 THRU $ 6,999	932	23	2.5	474	50.9	316	33.9	1	.1	118	12.7
$ 7,000 THRU $ 7,999	789	3	.4	432	54.8	185	23.4			169	21.4
$ 8,000 THRU $ 8,999	1,510	21	1.4	761	50.4	151	10.0	1	.1	576	38.1
$ 9,000 THRU $ 9,999	742	6	.8	227	30.6	97	13.1	2	.3	410	55.3
$10,000 THRU $13,999	424	7	1.7	104	24.5	37	8.7	2	.5	274	64.6
$14,000 THRU $17,999	13			3	23.1	1	7.7			9	69.2
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,544	27	1.1	1,216	47.8	30	1.2	4	.2	1,267	49.8
PFS- 1 THRU 5*	2,095	26	1.2	1,012	48.3	26	1.2	4	.2	1,027	49.0
PFS- 6 THRU 9	375	1	.3	177	47.2	4	1.1			193	51.5
PFS-10 THRU 12	65			23	35.4					42	64.6
PFS-13 THRU 16	9			4	44.4					5	55.6
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	279	2	.7	22	7.9	37	13.3	2	.7	216	77.4
UP THRU $6,499	60			10	16.7	34	56.7			16	26.7
$ 6,500 THRU $ 9,999	106	2	1.9	10	9.4	1	.9	1	.9	92	86.8
$10,000 THRU $13,999	97			1	1.0	2	2.1	1	1.0	93	95.9
$14,000 THRU $17,999	5									5	100.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER	7			1	14.3					6	85.7

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 3-32a

NEW MEXICO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	23,988	336	1.4	6,695	27.9	2,795	11.7	53	.2	14,109	58.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	16,094	223	1.4	3,116	19.4	1,888	11.7	42	.3	10,825	67.3
GS- 1 THRU 4	3,987	46	1.2	1,187	29.8	1,188	29.8	12	.3	1,554	39.0
GS- 5 THRU 8	4,624	55	1.2	1,188	25.7	459	9.9	11	.2	2,911	63.0
GS- 9 THRU 11	4,060	88	2.2	509	12.5	199	4.9	8	.2	3,256	80.2
GS-12 THRU 13	2,766	32	1.2	215	7.8	35	1.3	7	.3	2,477	89.6
GS-14 THRU 15	636	2	.3	17	2.7	7	1.1	4	.6	606	95.3
GS-16 THRU 18	21									21	100.0
TOTAL WAGE SYSTEMS.....	5,096	85	1.7	2,361	46.3	823	16.1	6	.1	1,821	35.7
UP THRU $5,499	578	23	4.0	369	63.8	107	18.5	1	.2	78	13.5
$ 5,500 THRU $ 6,999	1,028	19	1.8	512	49.8	341	33.2	1	.1	155	15.1
$ 7,000 THRU $ 7,999	962	11	1.1	498	51.8	189	19.6			264	27.4
$ 8,000 THRU $ 8,999	1,605	22	1.4	726	45.2	135	8.4	1	.1	721	44.9
$ 9,000 THRU $ 9,999	550	4	.7	174	31.6	30	5.5	2	.4	340	61.8
$10,000 THRU $13,999	366	6	1.6	81	22.1	20	5.5	1	.3	258	70.5
$14,000 THRU $17,999	6			1	16.7					5	83.3
$18,000 AND OVER	1					1	100.0				
TOTAL POSTAL FIELD SERVICE.....	2,497	28	1.1	1,179	47.2	32	1.3	4	.2	1,254	50.2
PFS- 1 THRU 5*	2,097	26	1.2	1,005	47.9	28	1.3	4	.2	1,034	49.3
PFS- 6 THRU 9	330	2	.6	147	44.5	4	1.2			177	53.6
PFS-10 THRU 12	63			23	36.5					40	63.5
PFS-13 THRU 16	7			4	57.1					3	42.9
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	301			39	13.0	52	17.3	1	.3	209	69.4
UP THRU $6,499	129			29	22.5	50	38.8			50	38.8
$ 6,500 THRU $ 9,999	124			8	6.5	2	1.6	1	.8	113	91.1
$10,000 THRU $13,999	29			1	3.4					28	96.6
$14,000 THRU $17,999	7									7	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	9			1	11.1					8	88.9

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

NEW YORK

TABLE 3-33

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	170,587	34,125	20.0	7,068	4.1	117	.1	609	.4	128,668	75.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	54,988	7,901	14.4	1,132	2.1	40	.1	256	.5	45,559	83.0
GS- 1 THRU 4	13,103	3,648	27.8	506	3.9	11	.1	14	.1	8,924	68.1
GS- 5 THRU 8	16,203	2,921	18.0	372	2.3	15	.1	62	.4	12,833	79.2
GS- 9 THRU 11	13,924	911	6.5	147	1.1	9	.1	108	.8	12,749	91.6
GS-12 THRU 13	9,184	340	3.7	72	.8	2		38	.4	8,732	95.1
GS-14 THRU 15	2,381	76	3.2	34	1.4	3	.1	34	1.4	2,234	93.8
GS-16 THRU 18	93	5	5.4	1	1.1					87	93.5
TOTAL WAGE SYSTEMS.....	16,118	3,365	20.9	1,017	6.3	13	.1	63	.4	11,660	72.3
UP THRU $5,499	1,133	338	29.8	291	25.7			30	2.6	474	41.8
$ 5,500 THRU $ 6,999	4,816	2,007	41.7	516	10.7	3	.1	18	.4	2,272	47.2
$ 7,000 THRU $ 7,999	2,605	490	18.8	94	3.6	4	.2	4	.2	2,013	77.3
$ 8,000 THRU $ 8,999	4,186	301	7.2	60	1.4	2		1		3,822	91.3
$ 9,000 THRU $ 9,999	2,024	167	8.3	42	2.1	4	.2	6	.3	1,805	89.2
$10,000 THRU $13,999	1,241	59	4.8	12	1.0			3	.2	1,167	94.0
$14,000 THRU $17,999	66	2	3.0					1	1.5	63	95.5
$18,000 AND OVER	47	1	2.1	2	4.3					44	93.6
TOTAL POSTAL FIELD SERVICE.....	98,178	22,695	23.1	4,888	5.0	61	.1	278	.3	70,256	71.6
PFS- 1 THRU 5*	87,649	21,118	24.1	4,695	5.4	53	.1	261	.3	61,522	70.2
PFS- 6 THRU 9	8,289	1,417	17.1	169	2.0	8	.1	16	.2	6,481	80.6
PFS-10 THRU 12	1,700	124	7.3	18	1.1			1	.1	1,557	91.6
PFS-13 THRU 16	487	34	7.0	7	1.4					446	91.6
PFS-17 THRU 19	49	1	2.0	1	2.0					47	95.9
PFS-20 THRU 21	4	1	25.0							3	75.0
TOTAL OTHER PAY SYSTEMS	1,403	164	11.7	31	2.2	3	.2	12	.9	1,193	85.0
UP THRU $6,499	381	64	16.8	15	3.9			4	1.0	298	78.2
$ 6,500 THRU $ 9,999	497	72	14.5	12	2.4			4	.8	409	82.3
$10,000 THRU $13,999	290	22	7.6	4	1.4	3	1.0	3	1.0	258	89.0
$14,000 THRU $17,999	106	4	3.8							102	96.2
$18,000 THRU $25,999	100	1	1.0					1	1.0	98	98.0
$26,000 AND OVER	29	1	3.4							28	96.6

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 3-33a

NEW YORK

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	169,155	33,584	19.9	6,136	3.6	115	.1	468	.3	128,852	76.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	55,794	7,670	13.7	1,063	1.9	50	.1	220	.4	46,791	83.9
GS- 1 THRU 4	13,842	3,734	27.0	454	3.3	25	.2	19	.1	9,610	69.4
GS- 5 THRU 8	15,578	2,678	17.2	344	2.2	14	.1	55	.4	12,487	80.2
GS- 9 THRU 11	14,589	867	5.9	163	1.1	5		77	.5	13,477	92.4
GS-12 THRU 13	9,301	321	3.5	70	.8	4		41	.4	8,865	95.3
GS-14 THRU 15	2,387	67	2.8	31	1.3	2	.1	28	1.2	2,259	94.6
GS-16 THRU 18	97	3	3.1	1	1.0					93	95.9
TOTAL WAGE SYSTEMS.....	18,457	3,557	19.3	1,022	5.5	18	.1	74	.4	13,786	74.7
UP THRU $5,499	1,963	524	26.7	385	19.6			41	2.1	1,013	51.6
$ 5,500 THRU $ 6,999	5,871	1,889	32.2	368	6.3	9	.2	20	.3	3,585	61.1
$ 7,000 THRU $ 7,999	3,131	392	12.5	74	2.4	3	.1	2	.1	2,660	85.0
$ 8,000 THRU $ 8,999	3,782	270	7.1	61	1.6	3	.1	4	.1	3,444	91.1
$ 9,000 THRU $ 9,999	1,045	91	8.7	29	2.8	3	.3	5	.5	917	87.8
$10,000 THRU $13,999	1,796	310	17.3	88	4.9			2	.1	1,396	77.7
$14,000 THRU $17,999	482	69	14.3	11	2.3					402	83.4
$18,000 AND OVER	387	12	3.1	6	1.6					369	95.3
TOTAL POSTAL FIELD SERVICE.....	93,503	22,186	23.7	4,025	4.3	44		168	.2	67,080	71.7
PFS- 1 THRU 5*	83,538	20,832	24.9	3,854	4.6	41		153	.2	58,658	70.2
PFS- 6 THRU 9	7,827	1,226	15.7	151	1.9	3		15	.2	6,432	82.2
PFS-10 THRU 12	1,616	102	6.3	14	.9					1,500	92.8
PFS-13 THRU 16	480	24	5.0	6	1.3					450	93.8
PFS-17 THRU 19	38	1	2.6							37	97.4
PFS-20 THRU 21	4	1	25.0							3	75.0
TOTAL OTHER PAY SYSTEMS	1,401	171	12.2	26	1.9	3	.2	6	.4	1,195	85.3
UP THRU $6,499	574	101	17.6	19	3.3	1	.2	3	.5	450	78.4
$ 6,500 THRU $ 9,999	468	61	13.0	6	1.3	1	.2	1	.2	399	85.3
$10,000 THRU $13,999	131	6	4.6	1	.8	1	.8	2	1.5	121	92.4
$14,000 THRU $17,999	114	2	1.8							112	98.2
$18,000 THRU $25,999	87									87	100.0
$26,000 AND OVER	27	1	3.7							26	96.3

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

NORTH CAROLINA

TABLE 3-34

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	34,915	5,239	15.0	65	.2	150	.4	30	.1	29,431	84.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	15,082	1,264	8.4	35	.2	81	.5	25	.2	13,677	90.7
GS- 1 THRU 4	4,295	777	18.1	17	.4	33	.8	9	.2	3,459	80.5
GS- 5 THRU 8	5,102	318	6.2	8	.2	32	.6	5	.1	4,739	92.9
GS- 9 THRU 11	3,714	150	4.0	6	.2	15	.4	3	.1	3,540	95.3
GS-12 THRU 13	1,552	15	1.0	2	.1	1	.1	2	.1	1,532	98.7
GS-14 THRU 15	396	4	1.0	2	.5			6	1.5	384	97.0
GS-16 THRU 18	23									23	100.0
TOTAL WAGE SYSTEMS.....	8,077	2,517	31.2	13	.2	45	.6	3		5,499	68.1
UP THRU $5,499	1,440	1,053	73.1	2	.1	3	.2	2	.1	380	26.4
$ 5,500 THRU $ 6,999	1,779	825	46.4	3	.2	24	1.3	1	.1	926	52.1
$ 7,000 THRU $ 7,999	1,876	423	22.5	2	.1	6	.3			1,445	77.0
$ 8,000 THRU $ 8,999	1,948	183	9.4	3	.2	9	.5			1,753	90.0
$ 9,000 THRU $ 9,999	369	24	6.5	2	.5	3	.8			340	92.1
$10,000 THRU $13,999	624	9	1.4	1	.2					614	98.4
$14,000 THRU $17,999	35									35	100.0
$18,000 AND OVER	6									6	100.0
TOTAL POSTAL FIELD SERVICE.....	11,069	1,410	12.7	15	.1	23	.2	1		9,619	86.9
PFS- 1 THRU 5*	8,997	1,292	14.4	15	.2	19	.2	1		7,670	85.3
PFS- 6 THRU 9	1,748	115	6.6			4	.2			1,629	93.2
PFS-10 THRU 12	292	2	.7							290	99.3
PFS-13 THRU 16	30	1	3.3							29	96.7
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	688	48	7.0	2	.3	1	.1	1	.1	636	92.4
UP THRU $6,499	163	16	9.8							147	90.2
$ 6,500 THRU $ 9,999	352	26	7.4	2	.6					324	92.0
$10,000 THRU $13,999	130	6	4.6			1	.8	1	.8	122	93.8
$14,000 THRU $17,999	22									22	100.0
$18,000 THRU $25,999	15									15	100.0
$26,000 AND OVER	6									6	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-34a

NORTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	35,174	5,250	14.9	74	.2	154	.4	30	.1	29,666	84.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	14,576	1,119	7.7	39	.3	70	.5	24	.2	13,324	91.4
GS- 1 THRU 4	4,645	709	15.3	21	.5	27	.6	11	.2	3,877	83.5
GS- 5 THRU 8	4,704	267	5.7	6	.1	27	.6	5	.1	4,399	93.5
GS- 9 THRU 11	3,496	129	3.7	6	.2	16	.5	1		3,344	95.7
GS-12 THRU 13	1,373	11	.8	3	.2			4	.3	1,355	98.7
GS-14 THRU 15	341	3	.9	3	.9			3	.9	332	97.4
GS-16 THRU 18	18									18	100.0
TOTAL WAGE SYSTEMS.....	9,000	2,733	30.4	17	.2	63	.7	4		6,183	68.7
UP THRU $5,499	2,221	1,408	63.4	3	.1	17	.8	4	.2	789	35.5
$ 5,500 THRU $ 6,999	2,942	1,016	34.5	6	.2	32	1.1			1,888	64.2
$ 7,000 THRU $ 7,999	2,830	286	10.1	5	.2	12	.4			2,527	89.3
$ 8,000 THRU $ 8,999	393	20	5.1	2	.5	1	.3			370	94.1
$ 9,000 THRU $ 9,999	361	2	.6	1	.3	1	.3			357	98.9
$10,000 THRU $13,999	238	1	4							237	99.6
$14,000 THRU $17,999	15									15	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	10,949	1,354	12.4	14	.1	21	.2	1		9,559	87.3
PFS- 1 THRU 5*	9,041	1,278	14.1	14	.2	18	.2	1		7,730	85.5
PFS- 6 THRU 9	1,588	73	4.6			3	.2			1,512	95.2
PFS-10 THRU 12	285	2	.7							283	99.3
PFS-13 THRU 16	34	1	2.9							33	97.1
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	649	44	6.8	4	.6			1	.2	600	92.4
UP THRU $6,499	245	13	5.3	2	.8					230	93.9
$ 6,500 THRU $ 9,999	308	31	10.1	2	.6					275	89.3
$10,000 THRU $13,999	50							1	2.0	49	98.0
$14,000 THRU $17,999	28									28	100.0
$18,000 THRU $25,999	12									12	100.0
$26,000 AND OVER	6									6	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

NORTH DAKOTA

TABLE 3-35

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,308	25	.3	13	.2	387	5.3	14	.2	6,869	94.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,569	18	.5	9	.3	213	6.0	9	.3	3,300	93.0
GS- 1 THRU 4	735	8	1.1	1	.1	115	15.6	1	.1	610	83.0
GS- 5 THRU 8	1,119	3	.3	4	.4	64	5.7	3	.3	1,044	93.4
GS- 9 THRU 11	1,185	5	.4	3	.3	25	2.1	2	.2	1,150	97.0
GS-12 THRU 13	451	2	.4	1	.2	9	2.0	3	.7	436	96.7
GS-14 THRU 15	58									58	100.0
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	1,233	7	.6	1	.1	169	13.7	2	.2	1,054	85.5
UP THRU $5,499	243	3	1.2	1	.4	41	16.9	2	.8	196	80.7
$ 5,500 THRU $ 6,999	322	4	1.2			94	29.2			224	69.6
$ 7,000 THRU $ 7,999	377					20	5.3			357	94.7
$ 8,000 THRU $ 8,999	146					5	3.4			141	96.6
$ 9,000 THRU $ 9,999	144					9	6.3			135	93.8
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,456			3	.1	5	.2	3	.1	2,445	99.6
PFS- 1 THRU 5*	2,041			3	.1	4	.2	3	.1	2,031	99.5
PFS- 6 THRU 9	379					1	.3			378	99.7
PFS-10 THRU 12	31									31	100.0
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	70									70	100.0
UP THRU $6,499	19									19	100.0
$ 6,500 THRU $ 9,999	35									35	100.0
$10,000 THRU $13,999	9									9	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-35a

NORTH DAKOTA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,897	20	.3	12	.2	312	4.5	8	.1	6,545	94.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,137	14	.4	8	.3	172	5.5	5	.2	2,938	93.7
GS- 1 THRU 4	724	4	.6	1	.1	95	13.1	1	.1	623	86.0
GS- 5 THRU 8	923	3	.3	3	.3	47	5.1			870	94.3
GS- 9 THRU 11	1,063	7	.7	3	.3	22	2.1	2	.2	1,029	96.8
GS-12 THRU 13	379			1	.3	8	2.1	2	.5	368	97.1
GS-14 THRU 15	46									46	100.0
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	1,215	6	.5	1	.1	135	11.1	1	.1	1,072	88.2
UP THRU $5,499	6									6	100.0
$ 5,500 THRU $ 6,999	322	4	1.2	1	.3	42	13.0	1	.3	274	85.1
$ 7,000 THRU $ 7,999	395	2	.5			71	18.0			322	81.5
$ 8,000 THRU $ 8,999	340					9	2.6			331	97.4
$ 9,000 THRU $ 9,999	88					10	11.4			78	88.6
$10,000 THRU $13,999	64					3	4.7			61	95.3
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,476			3	.1	5	.2	2	.1	2,466	99.6
PFS- 1 THRU 5*	2,057			3	.1	4	.2	2	.1	2,048	99.6
PFS- 6 THRU 9	380					1	.3			379	99.7
PFS-10 THRU 12	34									34	100.0
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	69									69	100.0
UP THRU $6,499	45									45	100.0
$ 6,500 THRU $ 9,999	17									17	100.0
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-36

OHIO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	94,143	19,506	20.7	166	.2	38		130	.1	74,303	78.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	44,966	7,315	16.3	80	.2	15		109	.2	37,447	83.3
GS- 1 THRU 4	8,803	2,968	33.7	15	.2	6	.1	6	.1	5,808	66.0
GS- 5 THRU 8	11,767	2,667	22.7	17	.1	5		17	.1	9,061	77.0
GS- 9 THRU 11	10,487	1,101	10.5	21	.2	1		18	.2	9,346	89.1
GS-12 THRU 13	10,933	535	4.9	17	.2	2		26	.2	10,353	94.7
GS-14 THRU 15	2,862	43	1.5	9	.3	1		42	1.5	2,767	96.7
GS-16 THRU 18	114	1	.9	1	.9					112	98.2
TOTAL WAGE SYSTEMS.....	12,719	3,167	24.9	21	.2	5		4		9,522	74.9
UP THRU $5,499	35	19	54.3							16	45.7
$ 5,500 THRU $ 6,999	2,248	1,200	53.4	4	.2	2	.1	1		1,041	46.3
$ 7,000 THRU $ 7,999	1,478	666	45.1	5	.3			1	.1	806	54.5
$ 8,000 THRU $ 8,999	2,634	653	24.8	2	.1	2	.1			1,977	75.1
$ 9,000 THRU $ 9,999	3,021	433	14.3	5	.2			1		2,582	85.5
$10,000 THRU $13,999	3,065	195	6.4	5	.2	1		1		2,863	93.4
$14,000 THRU $17,999	229	1	.4							228	99.6
$18,000 AND OVER	9									9	100.0
TOTAL POSTAL FIELD SERVICE.....	35,694	8,958	25.1	65	.2	18	.1	14		26,639	74.6
PFS- 1 THRU 5*	29,847	7,881	26.4	58	.2	16	.1	13		21,879	73.3
PFS- 6 THRU 9	4,489	1,003	22.4	6	.1	2		1		3,676	78.4
PFS-10 THRU 12	844	55	6.3							791	93.7
PFS-13 THRU 16	281	20	7.1	1	.4					260	92.5
PFS-17 THRU 19	31	1	3.2							30	96.8
PFS-20 THRU 21	3									3	100.0
TOTAL OTHER PAY SYSTEMS	764	66	8.6					3	.4	695	91.0
UP THRU $6,499	209	43	20.6							166	79.4
$ 6,500 THRU $ 9,999	279	21	7.8					1	.4	248	91.9
$10,000 THRU $13,999	170	2	1.2					1	.6	167	98.2
$14,000 THRU $17,999	32									32	100.0
$18,000 THRU $25,999	15									15	100.0
$26,000 AND OVER	68							1	1.5	67	98.5

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-36a

OHIO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	95,238	19,730	20.7	146	.2	36		122	.1	75,204	79.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	45,690	7,443	16.3	66	.1	14		107	.2	38,060	83.3
GS- 1 THRU 4	9,719	3,227	33.2	9	.1	4		5	.1	6,474	66.6
GS- 5 THRU 8	11,437	2,526	22.1	14	.1	6	.1	11	.1	8,880	77.6
GS- 9 THRU 11	10,926	1,146	10.5	17	.2	1		22	.2	9,740	89.1
GS-12 THRU 13	10,679	513	4.8	17	.2	2		32	.3	10,115	94.7
GS-14 THRU 15	2,817	30	1.1	9	.3	1		37	1.3	2,740	97.3
GS-16 THRU 18	112	1	.9							111	99.1
TOTAL WAGE SYSTEMS.....	13,106	3,206	24.5	23	.2	2		4		9,871	75.3
UP THRU $5,499	128	56	43.8							72	56.3
$ 5,500 THRU $ 6,999	3,106	1,616	52.0	7	.2			1		1,482	47.7
$ 7,000 THRU $ 7,999	2,772	861	31.1	4	.1	1		1		1,905	68.7
$ 8,000 THRU $ 8,999	2,191	361	16.5	5	.2					1,825	83.3
$ 9,000 THRU $ 9,999	2,971	229	7.7	4	.1	1				2,737	92.1
$10,000 THRU $13,999	1,825	82	4.5	3	.2			2	.1	1,738	95.2
$14,000 THRU $17,999	108	1	.9							107	99.1
$18,000 AND OVER	5									5	100.0
TOTAL POSTAL FIELD SERVICE.....	35,636	9,022	25.3	57	.2	20	.1	9		26,528	74.4
PFS- 1 THRU 5*	30,025	8,109	27.0	50	.2	18	.1	8		21,840	72.7
PFS- 6 THRU 9	4,503	853	18.9	6	.1	2		1		3,641	80.9
PFS-10 THRU 12	806	43	5.3							763	94.7
PFS-13 THRU 16	275	16	5.8	1	.4					258	93.8
PFS-17 THRU 19	24	1	4.2							23	95.8
PFS-20 THRU 21	3									3	100.0
TOTAL OTHER PAY SYSTEMS	806	59	7.3					2	.2	745	92.4
UP THRU $6,499	350	42	12.0					1	.3	307	87.7
$ 6,500 THRU $ 9,999	234	16	6.8							218	93.2
$10,000 THRU $13,999	89	1	1.1							88	98.9
$14,000 THRU $17,999	54									54	100.0
$18,000 THRU $25,999	13									13	100.0
$26,000 AND OVER	66							1	1.5	65	98.5

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-37

OKLAHOMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	51,419	3,395	6.6	310	.6	2,746	5.3	37	.1	44,931	87.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	24,005	908	3.8	151	.6	1,524	6.3	24	.1	21,398	89.1
GS- 1 THRU 4	5,533	421	7.6	40	.7	622	11.2	9	.2	4,441	80.3
GS- 5 THRU 8	6,826	281	4.1	42	.6	451	6.6	3		6,049	88.6
GS- 9 THRU 11	7,457	176	2.3	51	.7	319	4.2	6	.1	7,105	92.8
GS-12 THRU 13	3,472	27	.8	16	.5	107	3.1	6	.2	3,316	95.5
GS-14 THRU 15	502	3	.6	2	.4	25	5.0			472	94.0
GS-16 THRU 18	15									15	100.0
TOTAL WAGE SYSTEMS.....	18,811	1,982	10.5	131	.7	963	5.1	9		15,726	83.6
UP THRU $5,499	521	131	25.1	11	2.1	89	17.1			290	55.7
$ 5,500 THRU $ 6,999	2,812	428	15.2	18	.6	218	7.8	4	.1	2,144	76.2
$ 7,000 THRU $ 7,999	5,497	782	14.2	39	.7	246	4.5	4	.1	4,426	80.5
$ 8,000 THRU $ 8,999	4,334	405	9.3	27	.6	176	4.1	1		3,725	85.9
$ 9,000 THRU $ 9,999	3,791	197	5.2	28	.7	147	3.9			3,419	90.2
$10,000 THRU $13,999	1,748	38	2.2	8	.5	85	4.9			1,617	92.5
$14,000 THRU $17,999	97	1	1.0			2	2.1			94	96.9
$18,000 AND OVER	11									11	100.0
TOTAL POSTAL FIELD SERVICE.....	8,329	493	5.9	28	.3	253	3.0	2		7,553	90.7
PFS- 1 THRU 5*	6,963	453	6.5	25	.4	200	2.9	2		6,283	90.2
PFS- 6 THRU 9	1,064	37	3.5	3	.3	43	4.0			981	92.2
PFS-10 THRU 12	235	1	.4			9	3.8			225	95.7
PFS-13 THRU 16	56	2	3.6			1	1.8			53	94.6
PFS-17 THRU 19	11									11	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	274	12	4.4			6	2.2	2	.7	254	92.7
UP THRU $6,499	73	8	11.0			3	4.1			62	84.9
$ 6,500 THRU $ 9,999	103	2	1.9			1	1.0	1	1.0	99	96.1
$10,000 THRU $13,999	75					2	2.7	1	1.3	72	96.0
$14,000 THRU $17,999	8									8	100.0
$18,000 THRU $25,999	10	2	20.0							8	80.0
$26,000 AND OVER	5									5	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-37a

OKLAHOMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	54,055	3,450	6.4	308	.6	2,788	5.2	41	.1	47,468	87.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	24,674	880	3.6	143	.6	1,487	6.0	25	.1	22,139	89.7
GS- 1 THRU 4	6,333	434	6.9	40	.6	637	10.1	10	.2	5,212	82.3
GS- 5 THRU 8	6,867	258	3.8	38	.6	406	5.9	6	.1	6,159	89.7
GS- 9 THRU 11	7,708	164	2.1	52	.7	315	4.1	5	.1	7,172	93.0
GS-12 THRU 13	3,250	22	.7	12	.4	106	3.3	4	.1	3,106	95.6
GS-14 THRU 15	502	2	.4	1	.2	23	4.6			476	94.8
GS-16 THRU 18	14									14	100.0
TOTAL WAGE SYSTEMS.....	20,901	2,092	10.0	141	.7	1,032	4.9	12	.1	17,624	84.3
UP THRU $5,499	1,061	265	25.0	19	1.8	126	11.9	2	.2	649	61.2
$ 5,500 THRU $ 6,999	8,942	1,177	13.2	53	.6	418	4.7	9	.1	7,285	81.5
$ 7,000 THRU $ 7,999	8,163	591	7.2	60	.7	360	4.4	1		7,151	87.6
$ 8,000 THRU $ 8,999	1,400	34	2.4	4	.3	64	4.6			1,298	92.7
$ 9,000 THRU $ 9,999	694	20	2.9	4	.6	40	5.8			630	90.8
$10,000 THRU $13,999	607	5	.8	1	.2	24	4.0			577	95.1
$14,000 THRU $17,999	29									29	100.0
$18,000 AND OVER	5									5	100.0
TOTAL POSTAL FIELD SERVICE.....	8,197	467	5.7	24	.3	251	3.1	4		7,451	90.9
PFS- 1 THRU 5*	6,960	437	6.3	22	.3	201	2.9	4	.1	6,296	90.5
PFS- 6 THRU 9	992	27	2.7	2	.2	41	4.1			922	92.9
PFS-10 THRU 12	201	2	1.0			8	4.0			191	95.0
PFS-13 THRU 16	34	1	2.9			1	2.9			32	94.1
PFS-17 THRU 19	10									10	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	283	11	3.9			18	6.4			254	89.8
UP THRU $6,499	125	8	6.4			14	11.2			103	82.4
$ 6,500 THRU $ 9,999	109	1	.9			1	.9			107	98.2
$10,000 THRU $13,999	22					2	9.1			20	90.9
$14,000 THRU $17,999	17	2	11.8			1	5.9			14	82.4
$18,000 THRU $25,999	5									5	100.0
$26,000 AND OVER	5									5	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-38

OREGON

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	22,568	490	2.2	108	.5	238	1.1	212	.9	21,520	95.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,287	212	1.6	64	.5	189	1.4	131	1.0	12,691	95.5
GS- 1 THRU 4	2,646	86	3.3	19	.7	60	2.3	18	.7	2,463	93.1
GS- 5 THRU 8	3,971	77	1.9	24	.6	68	1.7	40	1.0	3,762	94.7
GS- 9 THRU 11	3,911	33	.8	14	.4	37	.9	38	1.0	3,789	96.9
GS-12 THRU 13	2,241	11	.5	5	.2	15	.7	28	1.2	2,182	97.4
GS-14 THRU 15	499	5	1.0	2	.4	9	1.8	7	1.4	476	95.4
GS-16 THRU 18	19									19	100.0
TOTAL WAGE SYSTEMS.....	2,927	105	3.6	20	.7	36	1.2	15	.5	2,751	94.0
UP THRU $5,499	3									3	100.0
$ 5,500 THRU $ 6,999	241	33	13.7	4	1.7	6	2.5	2	.8	196	81.3
$ 7,000 THRU $ 7,999	410	24	5.9	3	.7	5	1.2	2	.5	376	91.7
$ 8,000 THRU $ 8,999	633	25	3.9	7	1.1	4	.6	6	.9	591	93.4
$ 9,000 THRU $ 9,999	700	11	1.6	3	.4	11	1.6	1	.1	674	96.3
$10,000 THRU $13,999	854	12	1.4	3	.4	10	1.2	4	.5	825	96.6
$14,000 THRU $17,999	79									79	100.0
$18,000 AND OVER	7									7	100.0
TOTAL POSTAL FIELD SERVICE.....	6,153	171	2.8	23	.4	11	.2	63	1.0	5,884	95.6
PFS- 1 THRU 5*	5,041	150	3.0	22	.4	10	.2	46	.9	4,813	95.5
PFS- 6 THRU 9	921	20	2.2	1	.1	1	.1	16	1.7	883	95.9
PFS-10 THRU 12	152							1	.7	151	99.3
PFS-13 THRU 16	37	1	2.7							36	97.3
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	202	2	1.0	1	.5	2	1.0	3	1.5	194	96.0
UP THRU $6,499	95	1	1.1			2	2.1			92	96.8
$ 6,500 THRU $ 9,999	54							2	3.6	54	96.4
$10,000 THRU $13,999	35			1	2.9					34	97.1
$14,000 THRU $17,999	4									4	100.0
$18,000 THRU $25,999	9	1	11.1					1	11.1	7	77.8
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-38a

OREGON

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	21,973	439	2.0	76	.3	203	.9	198	.9	21,057	95.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12,614	184	1.5	39	.3	156	1.2	120	1.0	12,115	96.0
GS- 1 THRU 4	2,528	88	3.5	9	.4	41	1.6	16	.6	2,374	93.9
GS- 5 THRU 8	3,795	58	1.5	15	.4	60	1.6	39	1.0	3,623	95.5
GS- 9 THRU 11	3,742	30	.8	13	.3	33	.9	30	.8	3,636	97.2
GS-12 THRU 13	2,075	7	.3	1		15	.7	27	1.3	2,025	97.6
GS-14 THRU 15	460	1	.2	1	.2	7	1.5	8	1.7	443	96.3
GS-16 THRU 18	14									14	100.0
TOTAL WAGE SYSTEMS.....	3,114	107	3.4	21	.7	33	1.1	10	.3	2,943	94.5
UP THRU $5,499	20			1	5.0					19	95.0
$ 5,500 THRU $ 6,999	727	55	7.6	3	.4	5	.7	1	.1	663	91.2
$ 7,000 THRU $ 7,999	537	21	3.9	8	1.5	9	1.7			499	92.9
$ 8,000 THRU $ 8,999	664	19	2.9	6	.9	7	1.1	5	.8	627	94.4
$ 9,000 THRU $ 9,999	414	8	1.9	2	.5	6	1.4	2	.5	396	95.7
$10,000 THRU $13,999	714	4	.6	1	.1	6	.8	2	.3	701	98.2
$14,000 THRU $17,999	33									33	100.0
$18,000 AND OVER	5									5	100.0
TOTAL POSTAL FIELD SERVICE.....	5,068	147	2.4	16	.3	12	.2	65	1.1	4,828	96.0
PFS- 1 THRU 5*	5,033	131	2.6	15	.3	11	.2	49	1.0	4,827	95.9
PFS- 6 THRU 9	861	14	1.6	1	.1	1	.1	16	1.9	829	96.3
PFS-10 THRU 12	136	1	.7							135	99.3
PFS-13 THRU 16	37	1	2.7							36	97.3
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	177	1	.6			2	1.1	3	1.7	171	96.6
UP THRU $6,499	100					2	2.0			98	98.0
$ 6,500 THRU $ 9,999	53							2	3.8	51	96.2
$10,000 THRU $13,999	9									9	100.0
$14,000 THRU $17,999	5							1	20.0	4	80.0
$18,000 THRU $25,999	7	1	14.3							6	85.7
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 3-39

PENNSYLVANIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	133,976	24,161	18.0	297	.2	83	.1	155	.1	109,280	81.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	62,491	10,012	16.0	131	.2	55	.1	119	.2	52,174	83.5
GS- 1 THRU 4	16,627	4,762	28.6	43	.3	28	.2	13	.1	11,781	70.9
GS- 5 THRU 8	16,981	3,310	19.5	32	.2	10	.1	32	.2	13,597	80.1
GS- 9 THRU 11	17,527	1,520	8.7	29	.2	9	.1	31	.2	15,938	90.9
GS-12 THRU 13	9,570	371	3.9	20	.2	8	.1	33	.3	9,138	95.5
GS-14 THRU 15	1,733	47	2.7	7	.4			10	.6	1,669	96.3
GS-16 THRU 18	53	2	3.8							51	96.2
TOTAL WAGE SYSTEMS.....	28,188	6,471	23.0	88	.3	4		21	.1	21,604	76.6
UP THRU $5,499	1,784	1,248	70.0	8	.4			2	.1	526	29.5
$ 5,500 THRU $ 6,999	7,322	2,328	31.8	15	.2			5	.1	4,974	67.9
$ 7,000 THRU $ 7,999	7,494	1,601	21.4	28	.4			4	.1	5,861	78.2
$ 8,000 THRU $ 8,999	7,405	966	13.0	28	.4	2		7	.1	6,402	86.5
$ 9,000 THRU $ 9,999	1,898	187	9.9	2	.1	1	.1			1,708	90.0
$10,000 THRU $13,999	2,135	139	6.5	7	.3	1		3	.1	1,985	93.0
$14,000 THRU $17,999	123	2	1.6							121	98.4
$18,000 AND OVER	27									27	100.0
TOTAL POSTAL FIELD SERVICE.....	42,614	7,609	17.9	76	.2	24	.1	15		34,890	81.9
PFS- 1 THRU 5*	36,191	6,724	18.6	69	.2	19	.1	12		29,367	81.1
PFS- 6 THRU 9	5,079	809	15.9	6	.1	5	.1	3	.1	4,256	83.8
PFS-10 THRU 12	981	50	5.1	1	.1					930	94.8
PFS-13 THRU 16	327	22	6.7							305	93.3
PFS-17 THRU 19	32	4	12.5							28	87.5
PFS-20 THRU 21	4									4	100.0
TOTAL OTHER PAY SYSTEMS	683	69	10.1	2	.3					612	89.6
UP THRU $6,499	282	53	18.8							229	81.2
$ 6,500 THRU $ 9,999	257	14	5.4	1	.4					242	94.2
$10,000 THRU $13,999	84	1	1.2	1	1.2					82	97.6
$14,000 THRU $17,999	28									28	100.0
$18,000 THRU $25,999	20	1	5.0							19	95.0
$26,000 AND OVER	12									12	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-39a

PENNSYLVANIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	136,984	25,313	18.5	259	.2	45		137	.1	111,230	81.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	63,487	10,345	16.3	112	.2	14		96	.2	52,920	83.4
GS- 1 THRU 4	18,010	5,195	28.8	35	.2	2		18	.1	12,760	70.8
GS- 5 THRU 8	16,804	3,268	19.4	29	.2	6		17	.1	13,484	80.2
GS- 9 THRU 11	17,725	1,516	8.6	28	.2	5		26	.1	16,150	91.1
GS-12 THRU 13	9,272	332	3.6	14	.2	1		27	.3	8,898	96.0
GS-14 THRU 15	1,624	33	2.0	6	.4			8	.5	1,577	97.1
GS-16 THRU 18	52	1	1.9							51	98.1
TOTAL WAGE SYSTEMS.....	30,836	7,160	23.2	100	.3	8		24	.1	23,544	76.4
UP THRU $5,499	2,231	1,522	68.2	4	.2			3	.1	702	31.5
$ 5,500 THRU $ 6,999	10,683	3,186	29.8	27	.3			5		7,465	69.9
$ 7,000 THRU $ 7,999	7,928	1,336	16.9	31	.4	2		6	.1	6,553	82.7
$ 8,000 THRU $ 8,999	7,023	953	13.6	31	.4	4	.1	8	.1	6,027	85.8
$ 9,000 THRU $ 9,999	1,572	108	6.9	2	.1	1	.1	1	.1	1,460	92.9
$10,000 THRU $13,999	1,333	54	4.1	5	.4	1	.1	1	.1	1,272	95.4
$14,000 THRU $17,999	58	1	1.7							57	98.3
$18,000 AND OVER	8									8	100.0
TOTAL POSTAL FIELD SERVICE.....	42,058	7,764	18.5	46	.1	23	.1	17		34,208	81.3
PFS- 1 THRU 5*	35,891	6,998	19.5	40	.1	18	.1	14		28,821	80.3
PFS- 6 THRU 9	4,916	712	14.5	5	.1	5	.1	3	.1	4,191	85.3
PFS-10 THRU 12	914	35	3.8	1	.1					878	96.1
PFS-13 THRU 16	311	17	5.5							294	94.5
PFS-17 THRU 19	22	2	9.1							20	90.9
PFS-20 THRU 21	4									4	100.0
TOTAL OTHER PAY SYSTEMS	603	44	7.3	1	.2					558	92.5
UP THRU $6,499	308	30	9.7	1	.3					277	89.9
$ 6,500 THRU $ 9,999	198	11	5.6							187	94.4
$10,000 THRU $13,999	44									44	100.0
$14,000 THRU $17,999	27	2	7.4							25	92.6
$18,000 THRU $25,999	15	1	6.7							14	93.3
$26,000 AND OVER	11									11	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

RHODE ISLAND

TABLE 3-40

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	14,341	469	3.3	24	.2	9	.1	23	.2	13,816	96.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,925	122	2.1	10	.2	3	.1	12	.2	5,778	97.5
GS- 1 THRU 4	1,586	59	3.7	4	.3	1	.1			1,522	96.0
GS- 5 THRU 8	1,799	33	1.8	1	.1	1	.1	6	.3	1,757	97.7
GS- 9 THRU 11	1,489	22	1.3	2	.1	1	.1	2	.1	1,662	98.4
GS-12 THRU 13	735	7	1.0					1	.1	727	98.9
GS-14 THRU 15	110	1	.9	3	2.7			2	1.8	104	94.5
GS-16 THRU 18	7							1	14.3	6	85.7
TOTAL WAGE SYSTEMS.....	5,022	205	4.1	10	.2	6	.1	9	.2	4,792	95.4
UP THRU $5,499	162	21	13.0							141	87.0
$ 5,500 THRU $ 6,999	632	54	8.5	2	.3			6	.9	570	90.2
$ 7,000 THRU $ 7,999	1,086	72	6.6	2	.2			3	.3	1,009	92.9
$ 8,000 THRU $ 8,999	2,424	51	2.1	4	.2	6	.2			2,363	97.5
$ 9,000 THRU $ 9,999	213	3	1.4	1	.5					209	98.1
$10,000 THRU $13,999	477	4	.8	1	.2					472	99.0
$14,000 THRU $17,999	19									19	100.0
$18,000 AND OVER	9									9	100.0
TOTAL POSTAL FIELD SERVICE.....	3,331	141	4.2	4	.1			2	.1	3,184	95.6
PFS- 1 THRU 5*	2,814	125	4.4	4	.1			2	.1	2,683	95.3
PFS- 6 THRU 9	435	14	3.2							421	96.8
PFS-10 THRU 12	68	1	1.5							67	98.5
PFS-13 THRU 16	13	1	7.7							12	92.3
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	63	1	1.6							62	98.4
UP THRU $6,499	13	1	7.7							12	92.3
$ 6,500 THRU $ 9,999	22									22	100.0
$10,000 THRU $13,999	15									15	100.0
$14,000 THRU $17,999	2									2	100.0
$19,000 THRU $25,999	9									9	100.0
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-40a

RHODE ISLAND

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	14,847	438	3.0	20	.1	9	.1	23	.2	14,357	96.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,063	125	2.1	9	.1	3		13	.2	5,913	97.5
GS- 1 THRU 4	1,769	60	3.4	4	.2	1	.1	1	.1	1,703	96.3
GS- 5 THRU 8	1,801	34	1.9	1	.1	1	.1	7	.4	1,758	97.6
GS- 9 THRU 11	1,718	22	1.3	2	.1	1	.1	1	.1	1,692	98.5
GS-12 THRU 13	663	7	1.1					3	.5	653	98.5
GS-14 THRU 15	105	2	1.9	2	1.9					101	96.2
GS-16 THRU 18	7							1	14.3	6	85.7
TOTAL WAGE SYSTEMS.....	5,547	213	3.8	10	.2	6	.1	9	.2	5,309	95.7
UP THRU $5,499	404	42	10.4	1	.2			2	.5	359	88.9
$ 5,500 THRU $ 6,999	2,017	107	5.3	3	.1			7	.3	1,900	94.2
$ 7,000 THRU $ 7,999	2,483	57	2.3	4	.2	6	.2			2,416	97.3
$ 8,000 THRU $ 8,999	256	4	1.6	1	.4					251	98.0
$ 9,000 THRU $ 9,999	278	3	1.1	1	.4					274	98.6
$10,000 THRU $13,999	94									94	100.0
$14,000 THRU $17,999	15									15	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	3,168	100	3.2	1				1		3,066	96.8
PFS- 1 THRU 5*	2,674	83	3.1	1				1		2,589	96.8
PFS- 6 THRU 9	418	15	3.6							403	96.4
PFS-10 THRU 12	64	2	3.1							62	96.9
PFS-13 THRU 16	11									11	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	69									69	100.0
UP THRU $6,499	25									25	100.0
$ 6,500 THRU $ 9,999	21									21	100.0
$10,000 THRU $13,999	5									5	100.0
$14,000 THRU $17,999	5									5	100.0
$18,000 THRU $25,999	10									10	100.0
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-41

SOUTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	28,094	4,690	16.7	44	.2	20	.1	27	.1	23,313	83.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	11,663	792	6.8	24	.2	4		16	.1	10,827	92.8
GS- 1 THRU 4	3,351	525	15.7	7	.2	2	.1	8	.2	2,809	83.8
GS- 5 THRU 8	3,898	194	5.0	6	.2			4	.1	3,694	94.8
GS- 9 THRU 11	2,882	60	2.1	6	.2	2	.1	1		2,813	97.6
GS-12 THRU 13	1,318	12	.9	1	.1					1,305	99.0
GS-14 THRU 15	204	1	.5	4	2.0			3	1.5	196	96.1
GS-16 THRU 18	10									10	100.0
TOTAL WAGE SYSTEMS.....	10,929	3,295	30.1	16	.1	8	.1	6	.1	7,604	69.6
UP THRU $5,499	1,101	849	77.1			2	.2			250	22.7
$ 5,500 THRU $ 6,999	1,975	1,143	57.9	3	.2	1	.1	4	.2	824	41.7
$ 7,000 THRU $ 7,999	2,099	580	27.6	6	.3	3	.1	2	.1	1,508	71.8
$ 8,000 THRU $ 8,999	1,999	342	17.1	2	.1	1	.1			1,654	82.7
$ 9,000 THRU $ 9,999	2,343	350	14.9	5	.2	1				1,987	84.8
$10,000 THRU $13,999	1,367	31	2.3							1,336	97.7
$14,000 THRU $17,999	36									36	100.0
$18,000 AND OVER	9									9	100.0
TOTAL POSTAL FIELD SERVICE.....	5,266	581	11.0	4	.1	8	.2	5	.1	4,668	88.6
PFS- 1 THRU 5*	4,312	540	12.5	3	.1	6	.1	4	.1	3,759	87.2
PFS- 6 THRU 9	785	41	5.2	1	.1	2	.3	1	.1	740	94.3
PFS-10 THRU 12	153									153	100.0
PFS-13 THRU 16	16									16	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	236	22	9.3							214	90.7
UP THRU $6,499	70	15	21.4							55	78.6
$ 6,500 THRU $ 9,999	141	7	5.0							134	95.0
$10,000 THRU $13,999	11									11	100.0
$14,000 THRU $17,999	8									8	100.0
$18,000 THRU $25,999	5									5	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-41a

SOUTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30:,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	28,451	4,633	16.3	44	.2	20	.1	22	.1	23,732	83.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	11,542	743	6.4	26	.2	4		11	.1	10,758	93.2
GS- 1 THRU 4	3,425	493	14.4	8	.2	2	.1	6	.2	2,916	85.1
GS- 5 THRU 8	3,859	181	4.7	6	.2	1		3	.1	3,668	95.1
GS- 9 THRU 11	2,903	56	1.9	5	.2	1		1		2,840	97.8
GS-12 THRU 13	1,152	12	1.0	1	.1					1,139	98.9
GS-14 THRU 15	195	1	.5	6	3.1			1	.5	187	95.9
GS-16 THRU 18	8									8	100.0
TOTAL WAGE SYSTEMS.....	11,407	3,344	29.3	15	.1	8	.1	5		8,035	70.4
UP THRU $5,499	1,594	1,252	78.5			2	.1			340	21.3
$ 5,500 THRU $ 6,999	2,880	1,270	44.1	4	.1	3	.1	4	.1	1,599	55.5
$ 7,000 THRU $ 7,999.	2,566	438	17.1	5	.2	3	.1	1		2,119	82.6
$ 8,000 THRU $ 8,999	3,018	358	11.9	5	.2					2,655	88.0
$ 9,000 THRU $ 9,999	531	15	2.8	1	.2					515	97.0
$10,000 THRU $13,999	802	11	1.4							791	98.6
$14,000 THRU $17,999	13									13	100.0
$18,000 AND OVER	3									3	100.0
TOTAL POSTAL FIELD SERVICE.....	5,257	531	10.1	3	.1	8	.2	6	.1	4,709	89.6
PFS- 1 THRU 5*	4,338	504	11.6	2		6	.1	4	.1	3,822	88.1
PFS- 6 THRU 9	755	27	3.6	1	.1	2	.3	2	.3	723	95.8
PFS-10 THRU 12	147									147	100.0
PFS-13 THRU 16	17									17	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	245	15	6.1							230	93.9
UP THRU $6,499	88	8	9.1							80	90.9
$ 6,500 THRU $ 9,999	133	7	5.3							126	94.7
$10,000 THRU $13,999	12									12	100.0
$14,000 THRU $17,999	8									8	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-42

SOUTH DAKOTA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,391	32	.4	27	.3	961	11.5	12	.1	7,359	87.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,783	26	.6	14	.3	661	14.0	8	.2	3,634	84.8
GS- 1 THRU 4	1,120	5	.4	4	.4	334	29.8	1	.1	776	69.3
GS- 5 THRU 8	1,290	8	.6	6	.5	163	12.6	3	.2	1,110	86.0
GS- 9 THRU 11	1,322	10	.8	4	.3	75	5.7	3	.2	1,230	93.0
GS-12 THRU 13	463	2	.4			25	5.4	1	.2	435	94.0
GS-14 THRU 15	85	1	1.2			4	4.7			80	94.1
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	1,497	4	.3	10	.7	332	22.2	2	.1	1,149	76.8
UP THRU $5,499	19					9	47.4			10	52.6
$ 5,500 THRU $ 6,999	412	1	.2	2	.5	122	29.6	1	.2	286	69.4
$ 7,000 THRU $ 7,999	271	1	.4	2	.7	118	43.5			150	55.4
$ 8,000 THRU $ 8,999	433	1	.2	3	.7	65	15.0			364	84.1
$ 9,000 THRU $ 9,999	200			2	1.0	8	4.0	1	.5	189	94.5
$10,000 THRU $13,999	159	1	.6	1	.6	10	6.3			147	92.5
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,478	2	.1	3	.1	27	1.1	1		2,445	98.7
PFS- 1 THRU 5*	2,085	2	.1	2	.1	22	1.1	1		2,058	98.7
PFS- 6 THRU 9	345			1	.3	5	1.4			339	98.3
PFS-10 THRU 12	46									46	100.0
PFS-13 THRU 16	2									2	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	133					1	.8	1	.8	131	98.5
UP THRU $6,499	35									35	100.0
$ 6,500 THRU $ 9,999	54					1	1.9	1	1.9	52	96.3
$10,000 THRU $13,999	38									38	100.0
$14,000 THRU $17,999	4									4	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-42a

SOUTH DAKOTA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,987	37	.5	25	.3	662	8.3	8	.1	7,255	90.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,925	26	.7	13	.3	388	9.9	4	.1	3,494	89.0
GS- 1 THRU 4	1,052	7	.7	4	.4	216	20.5			825	78.4
GS- 5 THRU 8	1,138	6	.5	7	.6	93	8.2	1	.1	1,031	90.6
GS- 9 THRU 11	1,243	10	.8	2	.2	63	5.1	3	.2	1,165	93.7
GS-12 THRU 13	409	2	.5			14	3.4			393	96.1
GS-14 THRU 15	80	1	1.3			2	2.5			77	96.3
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	1,452	8	.6	9	.6	249	17.1	2	.1	1,184	81.5
UP THRU $5,499	180	4	2.2			46	25.6	1	.6	129	71.7
$ 5,500 THRU $ 6,999	496	3	.6	4	.8	150	30.2			339	68.3
$ 7,000 THRU $ 7,999	353			4	1.1	38	10.8	1	.3	310	87.8
$ 8,000 THRU $ 8,999	270	1	.4			8	3.0			261	96.7
$ 9,000 THRU $ 9,999	77			1	1.3	2	2.6			74	96.1
$10,000 THRU $13,999	75					5	6.7			70	93.3
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,497	3	.1	3	.1	24	1.0	1		2,466	98.8
PFS- 1 THRU 5*	2,064	3	.1	2	.1	20	1.0	1		2,038	98.7
PFS- 6 THRU 9	382			1	.3	4	1.0			377	98.7
PFS-10 THRU 12	49									49	100.0
PFS-13 THRU 16	2									2	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	113					1	.9	1	.9	111	98.2
UP THRU $5,499	51							1	2.0	50	98.0
$ 6,500 THRU $ 9,999	50					1	2.0			49	98.0
$10,000 THRU $13,999	10									10	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY

TABLE 3-43

TENNESSEE

FULLTIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	43,392	5,899	13.6	46	.1	27	.1	38	.1	37,382	86.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12,863	964	7.5	22	.2	10	.1	7	.1	11,860	92.2
GS- 1 THRU 4	3,256	676	20.8	6	.2	2	.1			2,572	79.0
GS- 5 THRU 8	3,852	176	4.6	3	.1	2	.1	2	.1	3,669	95.2
GS- 9 THRU 11	3,336	94	2.8	7	.2	4	.1	1		3,230	96.8
GS-12 THRU 13	1,926	16	.8	4	.2	1	.1	2	.1	1,903	98.8
GS-14 THRU 15	469	2	.4	2	.4	1	.2	2	.4	462	98.5
GS-16 THRU 18	24									24	100.0
TOTAL WAGE SYSTEMS.....	13,685	2,655	19.4	8	.1	7	.1	2		11,013	80.5
UP THRU $5,499	881	627	71.2							254	28.8
$ 5,500 THRU $ 6,999	3,083	1,433	46.5	4	.2	1		1		1,642	53.3
$ 7,000 THRU $ 7,999	2,178	403	18.5	1		1		1		1,772	81.4
$ 8,000 THRU $ 8,999	2,260	115	5.1			2	.1			2,143	94.8
$ 9,000 THRU $ 9,999	866	41	4.7			2	.2			823	95.0
$10,000 THRU $13,999	4,370	36	.8	1		1				4,332	99.1
$14,000 THRU $17,999	43									43	100.0
$18,000 AND OVER	4									4	100.0
TOTAL POSTAL FIELD SERVICE.....	10,448	1,765	16.9	6	.1	7	.1	2		8,668	83.0
PFS- 1 THRU 5*	8,245	1,549	18.8	5	.1	5	.1	1		6,685	81.1
PFS- 6 THRU 9	1,683	198	11.8			1	.1	1	.1	1,483	88.1
PFS-10 THRU 12	331	11	3.3	1	.3	1	.3			318	96.1
PFS-13 THRU 16	161	7	4.3							154	95.7
PFS-17 THRU 19	26									26	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	6,396	515	8.1	10	.2	3		27	.4	5,841	91.3
UP THRU $6,499	1,017	303	29.8	6	.6	1	.1			707	69.5
$ 6,500 THRU $ 9,999	2,013	166	8.2	2	.1	2	.1	4	.2	1,839	91.4
$10,000 THRU $13,999	1,417	37	2.6	2	.1			18	1.3	1,360	96.0
$14,000 THRU $17,999	985	7	.7					5	.5	973	98.8
$18,000 THRU $25,999	854	2	.2							852	99.8
$26,000 AND OVER	110									110	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-43a

TENNESSEE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	40,609	5,779	14.2	38	.1	34	.1	29	.1	34,729	85.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12,777	896	7.0	21	.2	11	.1	5		11,844	92.7
GS- 1 THRU 4	3,526	673	19.1	5	.1	3	.1			2,845	80.7
GS- 5 THRU 8	3,643	118	3.2	3	.1	1		1		3,520	96.6
GS- 9 THRU 11	3,370	95	2.8	6	.2	4	.1	3	.1	3,262	96.8
GS-12 THRU 13	1,775	9	.5	4	.2	2	.1			1,760	99.2
GS-14 THRU 15	443	1	.2	3	.7	1	.2	1	.2	437	98.6
GS-16 THRU 18	20									20	100.0
TOTAL WAGE SYSTEMS.....	11,604	2,657	22.9	5		8	.1	1		8,933	77.0
UP THRU $5,499	1,249	873	69.9							376	30.1
$ 5,500 THRU $ 6,999	3,615	1,508	41.7	4	.1	3	.1			2,100	58.1
$ 7,000 THRU $ 7,999	2,257	204	9.0			2	.1	1		2,050	90.8
$ 8,000 THRU $ 8,999	1,356	38	2.8			1	.1			1,317	97.1
$ 9,000 THRU $ 9,999	983	23	2.3	1	.1					959	97.6
$10,000 THRU $13,999	2,130	11	.5			2	.1			2,117	99.4
$14,000 THRU $17,999	14									14	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	10,483	1,765	16.8	7	.1	8	.1	3		8,700	83.0
PFS- 1 THRU 5*	8,457	1,604	19.0	7	.1	5	.1	2		6,839	80.9
PFS- 6 THRU 9	1,552	148	9.5			2	.1	1	.1	1,401	90.3
PFS-10 THRU 12	308	8	2.6			1	.3			299	97.1
PFS-13 THRU 16	144	5	3.5							139	96.5
PFS-17 THRU 19	20									20	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	5,745	461	8.0	5	.1	7	.1	20	.3	5,252	91.4
UP THRU $6,499	1,099	314	28.6	5	.5	4	.4	3	.3	773	70.3
$ 6,500 THRU $ 9,999	1,877	115	6.1			3	.2	2	.1	1,757	93.6
$10,000 THRU $13,999	1,191	27	2.3					13	1.1	1,151	96.6
$14,000 THRU $17,999	919	3	.3					2	.2	914	99.5
$18,000 THRU $25,999	617	2	.3							615	99.7
$26,000 AND OVER	42									42	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-44

TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	140,306	13,146	9.4	26,845	19.1	291	.2	205	.1	99,819	71.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	71,405	3,357	4.7	9,168	12.8	179	.3	135	.2	58,566	82.0
GS- 1 THRU 4	18,339	1,907	10.4	3,887	21.2	55	.3	41	.2	12,449	67.9
GS- 5 THRU 8	20,783	854	4.1	3,112	15.0	44	.2	38	.2	16,735	80.5
GS- 9 THRU 11	19,061	448	2.4	1,712	9.0	36	.2	26	.1	16,839	88.3
GS-12 THRU 13	10,408	132	1.3	395	3.8	35	.3	22	.2	9,824	94.4
GS-14 THRU 15	2,727	16	.6	61	2.2	9	.3	8	.3	2,633	96.6
GS-16 THRU 18	87			1	1.1					86	98.9
TOTAL WAGE SYSTEMS.....	35,731	4,402	12.3	13,693	38.3	50	.1	38	.1	17,548	49.1
UP THRU $5,499	1,444	531	36.8	459	31.8	3	.2	6	.4	445	30.8
$ 5,500 THRU $ 6,999	6,469	1,573	24.3	2,441	37.7	6	.1	8	.1	2,441	37.7
$ 7,000 THRU $ 7,999	8,994	1,447	16.1	4,009	44.6	10	.1	9	.1	3,519	39.1
$ 8,000 THRU $ 8,999	10,962	575	5.2	4,318	39.4	15	.1	5		6,049	55.2
$ 9,000 THRU $ 9,999	5,212	212	4.1	1,956	37.5	11	.2	9	.2	3,024	58.0
$10,000 THRU $13,999	2,518	64	2.5	500	19.9	5	.2	1		1,948	77.4
$14,000 THRU $17,999	114			9	7.9					105	92.1
$18,000 AND OVER	18			1	5.6					17	94.4
TOTAL POSTAL FIELD SERVICE.....	32,334	5,325	16.5	3,920	12.1	62	.2	32	.1	22,995	71.1
PFS- 1 THRU 5*	26,179	4,770	18.2	3,407	13.0	47	.2	25	.1	17,930	68.5
PFS- 6 THRU 9	4,912	541	11.0	467	9.5	10	.2	6	.1	3,888	79.2
PFS-10 THRU 12	902	11	1.2	39	4.3	4	.4	1	.1	847	93.9
PFS-13 THRU 16	305	3	1.0	7	2.3	1	.3			294	96.4
PFS-17 THRU 19	34									34	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	836	62	7.4	64	7.7					710	84.9
UP THRU $6,499	258	46	17.8	33	12.8					179	69.4
$ 6,500 THRU $ 9,999	349	11	3.2	27	7.7					311	89.1
$10,000 THRU $13,999	132	2	1.5	2	1.5					128	97.0
$14,000 THRU $17,999	29			1	3.4					28	96.6
$18,000 THRU $25,999	25	3	12.0	1	4.0					21	84.0
$26,000 AND OVER	43									43	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-44a

TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	143,058	13,076	9.1	27,337	19.1	277	.2	187	.1	102,181	71.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	71,533	3,192	4.5	8,880	12.4	156	.2	121	.2	59,184	82.7
GS- 1 THRU 4	19,473	1,854	9.5	3,902	20.0	43	.2	35	.2	13,639	70.0
GS- 5 THRU 8	20,568	818	4.0	2,939	14.3	37	.2	37	.2	16,737	81.4
GS- 9 THRU 11	18,983	404	2.1	1,648	8.7	39	.2	21	.1	16,871	88.9
GS-12 THRU 13	9,786	104	1.1	330	3.4	27	.3	19	.2	9,306	95.1
GS-14 THRU 15	2,638	12	.5	60	2.3	9	.3	9	.3	2,548	96.6
GS-16 THRU 18	85			1	1.2	1	1.2			83	97.6
TOTAL WAGE SYSTEMS.....	38,556	4,715	12.2	14,581	37.8	56	.1	36	.1	19,168	49.7
UP THRU $5,499	5,117	1,340	26.2	2,501	48.9	6	.1	7	.1	1,263	24.7
$ 5,500 THRU $ 6,999	11,532	2,216	19.2	4,994	43.3	15	.1	10	.1	4,297	37.3
$ 7,000 THRU $ 7,999	12,654	957	7.6	4,959	39.2	18	.1	10	.1	6,710	53.0
$ 8,000 THRU $ 8,999	6,233	176	2.8	1,713	27.5	10	.2	6	.1	4,328	69.4
$ 9,000 THRU $ 9,999	1,706	17	1.0	302	17.7	4	.2	2	.1	1,381	80.9
$10,000 THRU $13,999	1,250	8	.6	109	8.7	3	.2	1	.1	1,129	90.3
$14,000 THRU $17,999	53	1	1.9	3	5.7					49	92.5
$18,000 AND OVER	11									11	100.0
TOTAL POSTAL FIELD SERVICE.....	32,159	5,115	15.9	3,832	11.9	65	.2	30	.1	23,117	71.9
PFS- 1 THRU 5*	26,268	4,647	17.7	3,365	12.8	48	.2	25	.1	18,183	69.2
PFS- 6 THRU 9	4,689	461	9.8	432	9.2	12	.3	4	.1	3,780	80.6
PFS-10 THRU 12	877	6	.7	28	3.2	4	.5	1	.1	838	95.6
PFS-13 THRU 16	291	1	.3	7	2.4	1	.3			282	96.9
PFS-17 THRU 19	32									32	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	810	54	6.7	44	5.4					712	87.9
UP THRU $6,499	377	43	11.4	26	6.9					308	81.7
$ 6,500 THRU $ 9,999	262	8	3.1	15	5.7					239	91.2
$10,000 THRU $13,999	51			1	2.0					50	98.0
$14,000 THRU $17,999	58	2	3.4	2	3.4					54	93.1
$18,000 THRU $25,999	18	1	5.6							17	94.4
$26,000 AND OVER	44									44	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-45

UTAH

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	37,240	391	1.0	1,388	3.7	351	.9	317	.9	34,793	93.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	19,630	130	.7	324	1.7	226	1.2	209	1.1	18,741	95.5
GS- 1 THRU 4	4,466	57	1.3	144	3.2	139	3.1	45	1.0	4,081	91.4
GS- 5 THRU 8	5,685	30	.5	99	1.7	54	.9	65	1.1	5,437	95.6
GS- 9 THRU 11	6,381	31	.5	70	1.1	24	.4	82	1.2	6,374	96.9
GS-12 THRU 13	2,532	10	.4	10	.4	9	.4	16	.6	2,487	98.2
GS-14 THRU 15	355	2	.6	1	.3			1	.3	351	98.9
GS-16 THRU 18	11									11	100.0
TOTAL WAGE SYSTEMS.....	14,630	243	1.7	1,018	7.0	109	.7	88	.6	13,172	90.0
UP THRU $5,499	30	1	3.3	11	36.7	1	3.3			17	56.7
$ 5,500 THRU $ 6,999	2,414	63	2.6	265	11.0	37	1.5	10	.4	2,039	84.5
$ 7,000 THRU $ 7,999	2,680	78	2.9	262	9.8	30	1.1	21	.8	2,289	85.4
$ 8,000 THRU $ 8,999	3,046	61	2.0	221	7.3	22	.7	12	.4	2,730	89.6
$ 9,000 THRU $ 9,999	4,880	34	.7	222	4.5	17	.3	32	.7	4,575	93.8
$10,000 THRU $13,999	1,474	6	.4	37	2.5	2	.1	13	.9	1,416	96.1
$14,000 THRU $17,999	98									98	100.0
$18,000 AND OVER	8									8	100.0
TOTAL POSTAL FIELD SERVICE.....	2,877	17	.6	46	1.6	3	.1	19	.7	2,792	97.0
PFS- 1 THRU 5*	2,391	17	.7	46	1.9	3	.1	18	.8	2,307	96.5
PFS- 6 THRU 9	412							1	.2	411	99.8
PFS-10 THRU 12	67									67	100.0
PFS-13 THRU 16	6									6	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	103	1	1.0			13	12.6	1	1.0	88	85.4
UP THRU $6,499	43	1	2.3			13	30.2			29	67.4
$ 6,500 THRU $ 9,999	32									32	100.0
$10,000 THRU $13,999	14									14	100.0
$14,000 THRU $17,999	10							1	10.0	9	90.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-45a

UTAH

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	38,644	425	1.1	1,406	3.6	315	.8	313	.8	36,185	93.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	20,378	134	.7	325	1.6	204	1.0	204	1.0	19,511	95.7
GS- 1 THRU 4	5,251	62	1.2	156	3.0	118	2.2	43	.8	4,872	92.8
GS- 5 THRU 8	5,668	29	.5	96	1.7	50	.9	66	1.2	5,427	95.7
GS- 9 THRU 11	6,664	33	.5	64	1.0	29	.4	76	1.1	6,462	97.0
GS-12 THRU 13	2,455	8	.3	9	.4	6	.2	18	.7	2,414	98.3
GS-14 THRU 15	330	2	.6			1	.3	1	.3	326	98.8
GS-16 THRU 18	10									10	100.0
TOTAL WAGE SYSTEMS.....	15,353	270	1.8	1,037	6.8	109	.7	92	.6	13,845	90.2
UP THRU $5,499	21	3	14.3	2	9.5					16	76.2
$ 5,500 THRU $ 6,999	5,128	144	2.8	528	10.3	58	1.1	33	.6	4,365	85.1
$ 7,000 THRU $ 7,999	4,859	87	1.8	322	6.6	36	.7	18	.4	4,396	90.5
$ 8,000 THRU $ 8,999	4,030	31	.8	157	3.9	14	.3	30	.7	3,798	94.2
$ 9,000 THRU $ 9,999	546	3	.5	19	3.5	1	.2	9	1.6	514	94.1
$10,000 THRU $13,999	730	2	.3	9	1.2			2	.3	717	98.2
$14,000 THRU $17,999	35									35	100.0
$18,000 AND OVER	4									4	100.0
TOTAL POSTAL FIELD SERVICE.....	2,827	20	.7	43	1.5	2	.1	17	.6	2,745	97.1
PFS- 1 THRU 5*	2,353	20	.8	43	1.8	2	.1	16	.7	2,272	96.6
PFS- 6 THRU 9	403							1	.2	402	99.8
PFS-10 THRU 12	64									64	100.0
PFS-13 THRU 16	6									6	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	86	1	1.2	1	1.2					84	97.7
UP THRU $6,499	42	1	2.4							41	97.6
$ 6,500 THRU $ 9,999	27			1	3.7					26	96.3
$10,000 THRU $13,999	7									7	100.0
$14,000 THRU $17,999	6									6	100.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 3-46

VERMONT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	3,453	8	.2	16	.5	3	.1			3,426	99.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,312	2	.2	6	.5	2	.2			1,302	99.2
GS- 1 THRU 4	223	1	.4	1	.4					221	99.1
GS- 5 THRU 8	442			1	.2	1	.2			440	99.5
GS- 9 THRU 11	434	1	.2	4	.9					429	98.8
GS-12 THRU 13	176					1	.6			175	99.4
GS-14 THRU 15	34									34	100.0
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	347			1	.3					346	99.7
UP THRU $5,499	6									6	100.0
$ 5,500 THRU $ 6,999	93									93	100.0
$ 7,000 THRU $ 7,999	63									63	100.0
$ 8,000 THRU $ 8,999	143									143	100.0
$ 9,000 THRU $ 9,999	14			1	7.1					13	92.9
$10,000 THRU $13,999	28									28	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,770	6	.3	9	.5	1	.1			1,754	99.1
PFS- 1 THRU 5*	1,474	5	.3	6	.4	1	.1			1,462	99.2
PFS- 6 THRU 9	256	1	.4	3	1.2					252	98.4
PFS-10 THRU 12	37									37	100.0
PFS-13 THRU 16	3									3	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	24									24	100.0
UP THRU $6,499	8									8	100.0
$ 6,500 THRU $ 9,999	10									10	100.0
$10,000 THRU $13,999	3									3	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-46a

VERMONT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	3,423	4	.1	12	.4	3	.1			3,404	99.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,299	4	.3	6	.5	2	.2			1,287	99.1
GS- 1 THRU 4	229	1	.4	2	.9					226	98.7
GS- 5 THRU 8	427			2	.5	1	.2			424	99.3
GS- 9 THRU 11	448	3	.7	2	.4					443	98.9
GS-12 THRU 13	159					1	.6			158	99.4
GS-14 THRU 15	33									33	100.0
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	356									356	100.0
UP THRU $5,499	53									53	100.0
$ 5,500 THRU $ 6,999	132									132	100.0
$ 7,000 THRU $ 7,999	127									127	100.0
$ 8,000 THRU $ 8,999	21									21	100.0
$ 9,000 THRU $ 9,999	18									18	100.0
$10,000 THRU $13,999	5									5	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,744			6	.3	1	.1			1,737	99.6
PFS- 1 THRU 5*	1,434			3	.2	1	.1			1,430	99.7
PFS- 6 THRU 9	267			3	1.1					264	98.9
PFS-10 THRU 12	40									40	100.0
PFS-13 THRU 16	3									3	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	24									24	100.0
UP THRU $6,499	13									13	100.0
$ 6,500 THRU $ 9,999	7									7	100.0
$10,000 THRU $13,999	3									3	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-47

VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	133,039	27,093	20.4	344	.3	56		306	.2	105,240	79.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	87,473	11,278	12.9	305	.3	37		271	.3	75,582	86.4
GS- 1 THRU 4	16,212	4,711	29.1	53	.3	2		36	.2	11,410	70.4
GS- 5 THRU 8	26,612	4,678	17.6	96	.4	16	.1	61	.2	21,761	81.8
GS- 9 THRU 11	17,305	1,215	7.0	73	.4	11	.1	45	.3	15,961	92.2
GS-12 THRU 13	17,431	561	3.2	64	.4	7		85	.5	16,914	95.9
GS-14 THRU 15	9,029	111	1.2	17	.2	1		42	.5	8,858	98.1
GS-16 THRU 18	684	2	.3	2	.3			2	.3	678	99.1
TOTAL WAGE SYSTEMS.....	31,988	12,591	39.4	26	.1	10		24	.1	19,337	60.5
UP THRU $5,499	2,348	1,500	63.9	1		1		3	.1	843	35.9
$ 5,500 THRU $ 6,999	7,373	5,207	70.6	8	.1	3		6	.1	2,149	29.1
$ 7,000 THRU $ 7,999	5,904	2,731	46.3	2				8	.1	3,163	53.6
$ 8,000 THRU $ 8,999	10,527	2,359	22.4	8	.1	2		5		8,153	77.4
$ 9,000 THRU $ 9,999	2,578	503	19.5	5	.2	1		2	.1	2,067	80.2
$10,000 THRU $13,999	3,014	286	9.5	1		3	.1			2,724	90.4
$14,000 THRU $17,999	195	5	2.6	1	.5					189	96.9
$18,000 AND OVER	49									49	100.0
TOTAL POSTAL FIELD SERVICE.....	12,697	3,130	24.7	11	.1	8	.1	9	.1	9,539	75.1
PFS- 1 THRU 5*	10,477	2,790	26.6	8	.1	6	.1	8	.1	7,665	73.2
PFS- 6 THRU 9	1,903	329	17.3	3	.2	2	.1	1	.1	1,568	82.4
PFS-10 THRU 12	277	11	4.0							266	96.0
PFS-13 THRU 16	38									38	100.0
PFS-17 THRU 19	2									2	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	881	94	10.7	2	.2	1	.1	2	.2	782	88.8
UP THRU $6,499	202	45	22.3			1	.5			156	77.2
$ 6,500 THRU $ 9,999	237	47	19.8	1	.4					189	79.7
$10,000 THRU $13,999	128			1	.8					127	99.2
$14,000 THRU $17,999	16									16	100.0
$18,000 THRU $25,999	16	1	6.3							15	93.8
$26,000 AND OVER	282	1	.4					2	.7	279	98.9

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-47a

VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	133,682	27,189	20.3	304	.2	61		261	.2	105,867	79.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	84,177	9,966	11.8	257	.3	44	.1	223	.3	73,687	87.5
GS- 1 THRU 4	16,967	4,297	25.3	58	.3	5		28	.2	12,579	74.1
GS- 5 THRU 8	26,091	3,976	15.2	80	.3	20	.1	55	.2	21,960	84.2
GS- 9 THRU 11	17,183	1,127	6.6	50	.3	10	.1	46	.3	15,950	92.8
GS-12 THRU 13	15,634	470	3.0	42	.3	7		57	.4	15,058	96.3
GS-14 THRU 15	7,702	93	1.2	26	.3	2		35	.5	7,546	98.0
GS-16 THRU 18	598	3	.5	1	.2			2	.3	592	99.0
TOTAL WAGE SYSTEMS.....	35,964	14,142	39.3	30	.1	9		30	.1	21,753	60.5
UP THRU $5,499	9,750	4,518	46.3	6	.1	2		6	.1	5,218	53.5
$ 5,500 THRU $ 6,999	10,415	6,048	58.1	13	.1	1		11	.1	4,342	41.7
$ 7,000 THRU $ 7,999	8,948	2,481	27.7	4		2		9	.1	6,452	72.1
$ 8,000 THRU $ 8,999	3,558	750	21.1	3	.1	2	.1	3	.1	2,800	78.7
$ 9,000 THRU $ 9,999	1,649	243	14.7	3	.2					1,403	85.1
$10,000 THRU $13,999	1,507	100	6.6	1	.1	2	.1	1	.1	1,403	93.1
$14,000 THRU $17,999	126	2	1.6							124	98.4
$18,000 AND OVER	11									11	100.0
TOTAL POSTAL FIELD SERVICE.....	12,646	3,037	24.0	14	.1	8	.1	5		9,582	75.8
PFS- 1 THRU 5*	10,490	2,722	25.9	11	.1	6	.1	4		7,747	73.9
PFS- 6 THRU 9	1,849	309	16.7	3	.2	2	.1	1	.1	1,534	83.0
PFS-10 THRU 12	269	6	2.2							263	97.8
PFS-13 THRU 16	37									37	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	895	44	4.9	3	.3			3	.3	845	94.4
UP THRU $6,499	272	34	12.5					1	.4	237	87.1
$ 6,500 THRU $ 9,999	218	7	3.2	1	.5					210	96.3
$10,000 THRU $13,999	97	1	1.0	1	1.0					95	97.9
$14,000 THRU $17,999	64	1	1.6	1	1.6					62	96.9
$18,000 THRU $25,999	23	1	4.3							22	95.7
$26,000 AND OVER	221							2	.9	219	99.1

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY

TABLE 3-48

WASHINGTON

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	50,340	2,050	4.1	268	.5	569	1.1	938	1.9	46,515	92.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	22,644	596	2.6	100	.4	302	1.3	384	1.7	21,262	93.9
GS- 1 THRU 4	5,387	288	5.3	41	.8	93	1.7	95	1.8	4,870	90.4
GS- 5 THRU 8	6,704	184	2.7	31	.5	141	2.1	131	2.0	6,217	92.7
GS- 9 THRU 11	6,446	81	1.3	15	.2	43	.7	96	1.5	6,211	96.4
GS-12 THRU 13	3,383	36	1.1	10	.3	24	.7	49	1.4	3,264	96.5
GS-14 THRU 15	697	7	1.0	3	.4	1	.1	13	1.9	673	96.6
GS-16 THRU 18	27									27	100.0
TOTAL WAGE SYSTEMS.....	14,240	768	4.7	99	.6	200	1.2	240	1.5	14,933	92.0
UP THRU $5,499	43					2	4.7	10	23.3	31	72.1
$ 5,500 THRU $ 6,999	797	79	9.9	14	1.8	33	4.1	48	6.0	623	78.2
$ 7,000 THRU $ 7,999	1,838	281	15.3	23	1.3	40	2.2	83	4.5	1,411	76.8
$ 8,000 THRU $ 8,999	2,560	175	6.8	17	.7	50	2.0	35	1.4	2,283	89.2
$ 9,000 THRU $ 9,999	6,628	181	2.7	37	.6	53	.8	54	.8	6,303	95.1
$10,000 THRU $13,999	4,051	51	1.3	7	.2	20	.5	10	.2	3,963	97.8
$14,000 THRU $17,999	288					2	.7			286	99.3
$18,000 AND OVER	35	1	2.9	1	2.9					33	94.3
TOTAL POSTAL FIELD SERVICE.....	10,947	672	6.1	67	.6	66	.6	305	2.8	9,837	89.9
PFS- 1 THRU 5*	8,771	560	6.4	61	.7	59	.7	237	2.7	7,854	89.5
PFS- 6 THRU 9	1,740	103	5.9	6	.3	5	.3	67	3.9	1,559	89.6
PFS-10 THRU 12	274	4	1.5			2	.7	1	.4	267	97.4
PFS-13 THRU 16	135	5	3.7							130	96.3
PFS-17 THRU 19	25									25	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	509	14	2.8	2	.4	1	.2	9	1.8	483	94.9
UP THRU $6,499	133	8	6.0					2	1.5	123	92.5
$ 6,500 THRU $ 9,999	167	3	1.8	2	1.2	1	.6	5	3.0	156	93.4
$10,000 THRU $13,999	166	2	1.2					1	.6	163	98.2
$14,000 THRU $17,999	17	1	5.9							16	94.1
$18,000 THRU $25,999	21							1	4.8	20	95.2
$26,000 AND OVER	5									5	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-48a

WASHINGTON

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	52,614	2,147	4.1	253	.5	581	1.1	949	1.8	48,684	92.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	22,775	587	2.6	82	.4	303	1.3	368	1.6	21,435	94.1
GS- 1 THRU 4	5,820	326	5.6	40	.7	103	1.8	99	1.7	5,252	90.2
GS- 5 THRU 8	6,681	163	2.4	23	.3	138	2.1	127	1.9	6,230	93.2
GS- 9 THRU 11	6,504	69	1.1	12	.2	45	.7	86	1.3	6,292	96.7
GS-12 THRU 13	3,170	26	.8	7	.2	15	.5	48	1.5	3,074	97.0
GS-14 THRU 15	579	3	.5			2	.3	8	1.4	566	97.8
GS-16 THRU 18	22									22	100.0
TOTAL WAGE SYSTEMS.....	18,390	909	4.9	110	.6	209	1.1	276	1.5	16,886	91.8
UP THRU $5,499	400	15	3.8	5	1.3	2	.5	41	10.3	337	84.3
$ 5,500 THRU $ 6,999	2,380	267	11.2	31	1.3	55	2.3	95	4.0	1,932	81.2
$ 7,000 THRU $ 7,999	3,924	336	8.6	24	.6	67	1.7	79	2.0	3,418	87.1
$ 8,000 THRU $ 8,999	6,868	216	3.1	46	.7	58	.8	51	.7	6,497	94.6
$ 9,000 THRU $ 9,999	1,951	41	2.1	1	.1	16	.8	8	.4	1,885	96.6
$10,000 THRU $13,999	2,772	34	1.2	2	.1	11	.4	2	.1	2,723	98.2
$14,000 THRU $17,999	78									78	100.0
$18,000 AND OVER	17			1	5.9					16	94.1
TOTAL POSTAL FIELD SERVICE.....	10,931	642	5.9	59	.5	68	.6	297	2.7	9,865	90.2
PFS- 1 THRU 5*	8,923	543	6.1	53	.6	63	.7	246	2.8	8,018	89.9
PFS- 6 THRU 9	1,612	93	5.8	6	.4	4	.2	50	3.1	1,459	90.5
PFS-10 THRU 12	250	2	.8			1	.4	1	.4	246	98.4
PFS-13 THRU 16	126	4	3.2							122	96.8
PFS-17 THRU 19	18									18	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	518	9	1.7	2	.4	1	.2	8	1.5	498	96.1
UP THRU $5,499	177	3	1.7	2	1.1			4	2.3	168	94.9
$ 6,500 THRU $ 9,999	200	5	2.5			1	.5	4	2.0	190	95.0
$10,000 THRU $13,999	94									94	100.0
$14,000 THRU $17,999	29	1	3.4							28	96.6
$18,000 THRU $25,999	14									14	100.0
$26,000 AND OVER	4									4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-49

WEST VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	12,351	540	4.4	23	.2	5		22	.2	11,761	95.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,182	265	4.3	10	.2	2		21	.3	5,884	95.2
GS- 1 THRU 4	1,742	139	8.0	2	.1					1,601	91.9
GS- 5 THRU 8	1,805	65	3.6	2	.1					1,738	96.3
GS- 9 THRU 11	1,640	48	2.9	2	.1	1	.1	2	.1	1,587	96.8
GS-12 THRU 13	818	11	1.3			1	.1	2	.2	804	98.3
GS-14 THRU 15	171	2	1.2	4	2.3			17	9.9	148	86.5
GS-16 THRU 18	6									6	100.0
TOTAL WAGE SYSTEMS.....	1,137	96	8.4					1	.1	1,040	91.5
UP THRU $5,499	18	4	22.2							14	77.8
$ 5,500 THRU $ 6,999	342	60	17.5					1	.3	281	82.2
$ 7,000 THRU $ 7,999	238	17	7.1							221	92.9
$ 8,000 THRU $ 8,999	290	10	3.4							280	96.6
$ 9,000 THRU $ 9,999	149	5	3.4							144	96.6
$10,000 THRU $13,999	100									100	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	4,888	171	3.5	13	.3	3	.1			4,701	96.2
PFS- 1 THRU 5*	3,953	147	3.7	9	.2	2	.1			3,795	96.0
PFS- 6 THRU 9	830	22	2.7	4	.5	1	.1			803	96.7
PFS-10 THRU 12	96	2	2.1							94	97.9
PFS-13 THRU 16	9									9	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	144	8	5.6							136	94.4
UP THRU $6,499	63	8	12.7							55	87.3
$ 6,500 THRU $ 9,999	59									59	100.0
$10,000 THRU $13,999	18									18	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-49a

WEST VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	12,284	532	4.3	24	.2	6		14	.1	11,708	95.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,046	262	4.3	11	.2	2		13	.2	5,758	95.2
GS- 1 THRU 4	1,759	144	8.2	1	.1					1,614	91.8
GS- 5 THRU 8	1,711	60	3.5	1	.1					1,650	96.4
GS- 9 THRU 11	1,576	45	2.9	3	.2	1	.1	3	.2	1,524	96.7
GS-12 THRU 13	827	10	1.2	1	.1	1	.1	1	.1	814	98.4
GS-14 THRU 15	167	3	1.8	5	3.0			9	5.4	150	89.8
GS-16 THRU 18	6									6	100.0
TOTAL WAGE SYSTEMS.....	1,190	94	7.9					1	.1	1,095	92.0
UP THRU $5,499	128	28	21.9							100	78.1
$ 5,500 THRU $ 6,999	350	47	13.4					1	.3	302	86.3
$ 7,000 THRU $ 7,999	285	11	3.9							274	96.1
$ 8,000 THRU $ 8,999	276	6	2.2							270	97.8
$ 9,000 THRU $ 9,999	75	2	2.7							73	97.3
$10,000 THRU $13,999	76									76	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	4,905	170	3.5	13	.3	4	.1			4,718	96.2
PFS- 1 THRU 5*	3,976	148	3.7	9	.2	3	.1			3,816	96.0
PFS- 6 THRU 9	821	20	2.4	4	.5	1	.1			796	97.0
PFS-10 THRU 12	97	2	2.1							95	97.9
PFS-13 THRU 16	11									11	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	143	6	4.2							137	95.8
UP THRU $6,499	84	6	7.1							78	92.9
$ 6,500 THRU $ 9,999	44									44	100.0
$10,000 THRU $13,999	7									7	100.0
$14,000 THRU $17,999	5									5	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-50

WISCONSIN

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	23,831	1,258	5.3	94	.4	101	.4	26	.1	22,352	93.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	8,134	356	4.4	28	.3	42	.5	17	.2	7,691	94.6
GS- 1 THRU 4	2,138	217	10.1	6	.3	22	1.0	1		1,892	88.5
GS- 5 THRU 8	2,541	100	3.9	10	.4	6	.2	4	.2	2,421	95.3
GS- 9 THRU 11	2,085	31	1.5	5	.2	11	.5	4	.2	2,034	97.6
GS-12 THRU 13	1,063	4	.4	3	.3	3	.3	3	.3	1,050	98.8
GS-14 THRU 15	295	3	1.0	4	1.4			5	1.7	283	95.9
GS-16 THRU 18	12	1	8.3							11	91.7
TOTAL WAGE SYSTEMS.....	2,297	235	10.2	7	.3	19	.8	1		2,035	88.6
UP THRU $5,499											
$ 5,500 THRU $ 6,999	464	97	20.9	1	.2	9	1.9			357	76.9
$ 7,000 THRU $ 7,999	424	102	24.1	2	.5	2	.5			318	75.0
$ 8,000 THRU $ 8,999	517	15	2.9	1	.2	6	1.2	1	.2	494	95.6
$ 9,000 THRU $ 9,999	519	17	3.3	3	.6	1	.2			498	96.0
$10,000 THRU $13,999	364	4	1.1			1	.3			359	98.6
$14,000 THRU $17,999	9									9	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	13,174	659	5.0	58	.4	37	.3	6		12,414	94.2
PFS- 1 THRU 5*	11,356	621	5.5	56	.5	32	.3	5		10,642	93.7
PFS- 6 THRU 9	1,459	34	2.3	2	.1	5	.3	1	.1	1,417	97.1
PFS-10 THRU 12	322	3	.9							319	99.1
PFS-13 THRU 16	37	1	2.7							36	97.3
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	226	8	3.5	1	.4	3	1.3	2	.9	212	93.8
UP THRU $6,499	95	8	8.4	1	1.1	2	2.1			84	88.4
$ 6,500 THRU $ 9,999	91					1	1.1	1	1.1	89	97.8
$10,000 THRU $13,999	27									27	100.0
$14,000 THRU $17,999	7							1	14.3	6	85.7
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-50a

WISCONSIN

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	23,493	1,181	5.0	80	.3	99	.4	30	.1	22,103	94.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,816	322	4.1	25	.3	37	.5	21	.3	7,411	94.8
GS- 1 THRU 4	2,164	202	9.3	5	.2	20	.9	4	.2	1,933	89.3
GS- 5 THRU 8	2,359	78	3.3	10	.4	4	.2	5	.2	2,262	95.9
GS- 9 THRU 11	2,022	34	1.7	5	.2	10	.5	8	.4	1,965	97.2
GS-12 THRU 13	974	6	.6			3	.3	2	.2	963	98.9
GS-14 THRU 15	291	2	.7	5	1.7			2	.7	282	96.9
GS-16 THRU 18	6									6	100.0
TOTAL WAGE SYSTEMS.....	2,332	232	9.9	7	.3	19	.8			2,074	88.9
UP THRU $5,499	7	4	57.1							3	42.9
$ 5,500 THRU $ 6,999	724	183	25.3	2	.3	11	1.5			528	72.9
$ 7,000 THRU $ 7,999	385	17	4.4	1	.3	2	.5			365	94.8
$ 8,000 THRU $ 8,999	606	18	3.0	2	.3	3	.5			583	96.2
$ 9,000 THRU $ 9,999	383	9	2.3	2	.5	3	.8			369	96.3
$10,000 THRU $13,999	223	1	.4							222	99.6
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	13,121	621	4.7	47	.4	40	.3	8	.1	12,405	94.5
PFS- 1 THRU 5*	11,347	586	5.2	45	.4	34	.3	7	.1	10,675	94.1
PFS- 6 THRU 9	1,428	32	2.2	2	.1	6	.4	1	.1	1,387	97.1
PFS-10 THRU 12	309	3	1.0							306	99.0
PFS-13 THRU 16	36									36	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	224	6	2.7	1	.4	3	1.3	1	.4	213	95.1
UP THRU $6,499	128	6	4.7	1	.8	2	1.6			119	93.0
$ 6,500 THRU $ 9,999	66					1	1.5	1	1.5	64	97.0
$10,000 THRU $13,999	23									23	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	5									5	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 3-51

WYOMING

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,949	42	.8	166	3.4	100	2.0	16	.3	4,625	93.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,844	13	.5	50	1.8	65	2.3	9	.3	2,707	95.2
GS- 1 THRU 4	611	5	.8	25	4.1	41	6.7	3	.5	537	87.9
GS- 5 THRU 8	796	3	.4	17	2.1	13	1.6	4	.5	759	95.4
GS- 9 THRU 11	961	5	.5	8	.8	9	.9	2	.2	937	97.5
GS-12 THRU 13	417					2	.5			415	99.5
GS-14 THRU 15	57									57	100.0
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	1,026	24	2.3	85	8.3	34	3.3	2	.2	881	85.9
UP THRU $5,499											
$ 5,500 THRU $ 6,999	193	12	6.2	26	13.5	10	5.2			145	75.1
$ 7,000 THRU $ 7,999	185	5	2.7	27	14.6	11	5.9	1	.5	141	76.2
$ 8,000 THRU $ 8,999	322	6	1.9	24	7.5	4	1.2			288	89.4
$ 9,000 THRU $ 9,999	135	1	.7	6	4.4	8	5.9	1	.7	119	88.1
$10,000 THRU $13,999	187			2	1.1	1	.5			184	98.4
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,047	5	.5	31	3.0			4	.4	1,007	96.2
PFS- 1 THRU 5*	854	5	.6	29	3.4			3	.4	817	95.7
PFS- 6 THRU 9	165			2	1.2			1	.6	162	98.2
PFS-10 THRU 12	27									27	100.0
PFS-13 THRU 16	1									1	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	32					1	3.1	1	3.1	30	93.8
UP THRU $6,499	17					1	5.9			16	94.1
$ 6,500 THRU $ 9,999	11									11	100.0
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999	2							1	50.0	1	50.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 3-51a

WYOMING

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30,1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,805	39	.8	166	3.5	70	1.5	15	.3	4,515	94.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,731	11	.4	41	1.5	51	1.9	8	.3	2,620	95.9
GS- 1 THRU 4	591	5	.8	19	3.2	32	5.4	3	.5	532	90.0
GS- 5 THRU 8	761	2	.3	17	2.2	9	1.2	3	.4	730	95.9
GS- 9 THRU 11	945	4	.4	5	.5	8	.8	2	.2	926	98.0
GS-12 THRU 13	384					2	.5			382	99.5
GS-14 THRU 15	48									48	100.0
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	966	22	2.3	91	9.4	19	2.0	2	.2	832	86.1
UP THRU $5,499	2					2	100.0				
$ 5,500 THRU $ 6,999	385	18	4.7	63	16.4	7	1.8	1	.3	296	76.9
$ 7,000 THRU $ 7,999	177	3	1.7	13	7.3	7	4.0			154	87.0
$ 8,000 THRU $ 8,999	211	1	.5	13	6.2	2	.9	1	.5	194	91.9
$ 9,000 THRU $ 9,999	51			1	2.0					50	98.0
$10,000 THRU $13,999	140			1	.7	1	.7			138	98.6
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,058	6	.6	34	3.2			4	.4	1,014	95.8
PFS- 1 THRU 5*	867	6	.7	34	3.9			3	.3	824	95.0
PFS- 6 THRU 9	162							1	.6	161	99.4
PFS-10 THRU 12	27									27	100.0
PFS-13 THRU 16	2									2	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	50							1	2.0	49	98.0
UP THRU $6,499	42									42	100.0
$ 6,500 THRU $ 9,999	6									6	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999	1							1	100.0		
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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APPENDIX IV

SELECTED STANDARD METROPOLITAN STATISTICAL AREAS (SMSA's)
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1970 MINORITY GROUP STUDY

TABLE 4-1

ALL AGENCY SUMMARY OF EMPLOYMENT IN 75 SELECTED
STANDARD METROPOLITAN STATISTICAL AREAS
FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,626,256	337,458	20.8	53,505	3.3	4,750	.3	14,938	.9	1,215,605	74.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	875,973	125,898	14.4	17,293	2.0	2,925	.3	7,173	.8	722,684	82.5
GS- 1 THRU 4	197,298	57,570	29.2	6,527	3.3	1,058	.5	1,232	.6	130,911	66.4
GS- 5 THRU 8	250,434	47,255	18.9	5,692	2.3	966	.4	2,113	.8	194,408	77.6
GS- 9 THRU 11	200,615	14,263	7.1	3,293	1.6	513	.3	2,044	1.0	180,502	90.0
GS-12 THRU 13	160,348	5,446	3.4	1,363	.9	275	.2	1,266	.8	151,998	94.8
GS-14 THRU 15	62,120	1,276	2.1	401	.6	108	.2	506	.8	59,829	96.3
GS-16 THRU 18	5,158	88	1.7	17	.3	5	.1	12	.2	5,036	97.6
TOTAL WAGE SYSTEMS.....	305,216	84,265	27.6	20,774	6.8	1,230	.4	3,758	1.2	195,189	64.0
UP THRU $5,499	11,993	7,653	63.8	819	6.8	65	.5	53	.4	3,403	28.4
$ 5,500 THRU $ 6,999	56,993	31,854	55.9	3,435	6.0	186	.3	741	1.3	20,777	36.5
$ 7,000 THRU $ 7,999	55,667	19,366	34.8	5,292	9.5	230	.4	618	1.1	30,161	54.2
$ 8,000 THRU $ 8,999	70,818	14,153	20.0	6,040	8.5	280	.4	684	1.0	49,661	70.1
$ 9,000 THRU $ 9,999	65,102	8,100	12.4	4,008	6.2	322	.5	1,173	1.8	51,499	79.1
$10,000 THRU $13,999	41,396	3,071	7.4	1,148	2.8	139	.3	480	1.2	36,558	88.3
$14,000 THRU $17,999	2,790	64	2.3	27	1.0	7	.3	8	.3	2,684	96.2
$18,000 AND OVER	457	4	.9	5	1.1	1	.2	1	.2	446	97.6
TOTAL POSTAL FIELD SERVICE.....	425,341	125,441	29.5	15,173	3.6	542	.1	3,847	.9	280,338	65.9
PFS- 1 THRU 5*	363,074	112,425	31.0	13,703	3.8	470	.1	3,154	.9	233,322	64.3
PFS- 6 THRU 9	50,167	12,119	24.2	1,333	2.7	58	.1	617	1.2	36,040	71.8
PFS-10 THRU 12	8,430	690	8.2	109	1.3	11	.1	61	.7	7,559	89.7
PFS-13 THRU 16	3,254	196	6.0	25	.8	3	.1	14	.4	3,016	92.7
PFS-17 THRU 19	388	9	2.3	3	.8			1	.3	375	96.6
PFS-20 THRU 21	28	2	7.1							26	92.9
TOTAL OTHER PAY SYSTEMS	19,726	1,854	9.4	265	1.3	53	.3	160	.8	17,394	88.2
UP THRU $6,499	3,462	867	25.0	95	2.7	37	1.1	33	1.0	2,430	70.2
$ 6,500 THRU $ 9,999	4,863	638	13.1	82	1.7	7	.1	27	.6	4,109	84.5
$10,000 THRU $13,999	5,067	189	3.7	48	.9	5	.1	52	1.0	4,773	94.2
$14,000 THRU $17,999	1,606	53	3.3	16	1.0	1	.1	20	1.2	1,516	94.4
$18,000 THRU $25,999	2,066	60	2.9	15	.7			16	.8	1,975	95.6
$26,000 AND OVER	2,662	47	1.8	9	.3	3	.1	12	.5	2,591	97.3

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-1a

ALL AGENCY SUMMARY OF EMPLOYMENT IN 75 SELECTED STANDARD METROPOLITAN STATISTICAL AREAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,666,898	338,510	20.3	53,296	3.2	4,661	.3	15,176	.9	1,255,255	75.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	888,450	122,947	13.8	16,708	1.9	2,736	.3	7,096	.8	738,963	83.2
GS- 1 THRU 4	210,805	59,586	28.3	6,669	3.2	1,042	.5	1,326	.6	142,182	67.4
GS- 5 THRU 8	250,158	43,640	17.4	5,361	2.1	841	.3	2,062	.8	198,254	79.3
GS- 9 THRU 11	206,845	13,963	6.7	3,154	1.5	532	.3	2,070	1.0	187,146	90.5
GS-12 THRU 13	156,664	4,730	3.0	1,162	.7	228	.1	1,198	.8	149,346	95.3
GS-14 THRU 15	59,066	989	1.7	349	.6	86	.1	429	.7	57,213	96.9
GS-16 THRU 18	4,912	59	1.2	13	.3	7	.1	11	.2	4,822	98.2
TOTAL WAGE SYSTEMS.....	345,466	90,544	26.2	22,668	6.6	1,324	.4	4,337	1.3	226,593	65.6
UP THRU $5,499	30,677	16,516	53.8	2,823	9.2	87	.3	298	1.0	10,953	35.7
$ 5,500 THRU $ 6,999	92,190	40,211	43.6	6,975	7.6	368	.4	1,157	1.3	43,479	47.2
$ 7,000 THRU $ 7,999	86,688	18,149	20.9	7,081	8.2	427	.5	864	1.0	60,167	69.4
$ 8,000 THRU $ 8,999	71,884	10,276	14.3	3,990	5.6	263	.4	1,143	1.6	56,212	78.2
$ 9,000 THRU $ 9,999	32,954	3,702	11.2	1,265	3.8	115	.3	580	1.8	27,292	82.8
$10,000 THRU $13,999	29,633	1,655	5.6	518	1.7	63	.2	291	1.0	27,106	91.5
$14,000 THRU $17,999	1,209	29	2.4	13	1.1			4	.3	1,163	96.2
$18,000 AND OVER	231	6	2.6	3	1.3	1	.4			221	95.7
TOTAL POSTAL FIELD SERVICE.....	414,140	123,473	29.8	13,713	3.3	512	.1	3,622	.9	272,820	65.9
PFS- 1 THRU 5*	355,360	112,215	31.6	12,467	3.5	452	.1	3,030	.9	227,196	63.9
PFS- 6 THRU 9	46,614	10,500	22.5	1,126	2.4	48	.1	539	1.2	34,401	73.8
PFS-10 THRU 12	8,196	590	7.2	91	1.1	9	.1	41	.5	7,465	91.1
PFS-13 THRU 16	3,554	157	4.4	27	.8	3	.1	11	.3	3,356	94.4
PFS-17 THRU 19	380	10	2.6	2	.5			1	.3	367	96.6
PFS-20 THRU 21	36	1	2.8							35	97.2
TOTAL OTHER PAY SYSTEMS	18,842	1,546	8.2	207	1.1	89	.5	121	.6	16,879	89.6
UP THRU $6,499	4,321	813	18.8	76	1.8	66	1.5	23	.5	3,343	77.4
$ 6,500 THRU $ 9,999	5,235	486	9.3	74	1.4	12	.2	32	.6	4,631	88.5
$10,000 THRU $13,999	2,848	107	3.8	25	.9	6	.2	29	1.0	2,681	94.1
$14,000 THRU $17,999	2,136	58	2.7	15	.7	2	.1	18	.8	2,043	95.6
$18,000 THRU $25,999	1,894	46	2.4	9	.5			9	.5	1,830	96.6
$26,000 AND OVER	2,408	36	1.5	8	.3	3	.1	10	.4	2,351	97.6

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-2

STANDARD METROPOLITAN STATISTICAL AREA
ALBUQUERQUE, NEW MEXICO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9,264	125	1.3	2,693	29.1	721	7.8	19	.2	5,706	61.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,837	88	1.3	1,390	20.3	572	8.4	16	.2	4,771	69.8
GS- 1 THRU 4	1,421	28	2.0	496	34.9	252	17.7	3	.2	642	45.2
GS- 5 THRU 8	2,229	33	1.5	593	26.6	219	9.8	2	.1	1,382	62.0
GS- 9 THRU 11	1,389	16	1.2	196	14.1	71	5.1	6	.4	1,100	79.2
GS-12 THRU 13	1,379	9	.7	92	6.7	23	1.7	4	.3	1,251	90.7
GS-14 THRU 15	402	2	.5	13	3.2	7	1.7	1	.2	379	94.3
GS-16 THRU 18	17									17	100.0
TOTAL WAGE SYSTEMS.....	1,393	17	1.2	751	53.9	106	7.6	2	.1	517	37.1
UP THRU $5,499	146	6	4.1	101	69.2	17	11.6			22	15.1
$ 5,500 THRU $ 6,999	318	9	2.8	233	73.3	35	11.0			41	12.9
$ 7,000 THRU $ 7,999	197			141	71.6	15	7.6			41	20.8
$ 8,000 THRU $ 8,999	381			179	47.0	25	6.6			177	46.5
$ 9,000 THRU $ 9,999	227	1	.4	69	30.4	7	3.1	1	.4	149	65.6
$10,000 THRU $13,999	121	1	.8	28	23.1	6	5.0	1	.8	85	70.2
$14,000 THRU $17,999	3					1	33.3			2	66.7
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	927	20	2.2	543	58.6	10	1.1			354	38.2
PFS- 1 THRU 5*	754	19	2.5	444	58.9	9	1.2			282	37.4
PFS- 6 THRU 9	149	1	.7	84	56.4	1	.7			63	42.3
PFS-10 THRU 12	19			13	68.4					6	31.6
PFS-13 THRU 16	5			2	40.0					3	60.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	107			9	8.4	33	30.8	1	.9	64	59.8
UP THRU $6,499	50			5	10.0	32	64.0			13	26.0
$ 6,500 THRU $ 9,999	17			2	11.8			1	5.9	14	82.4
$10,000 THRU $13,999	29			1	3.4	1	3.4			27	93.1
$14,000 THRU $17,999	4									4	100.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER	3			1	33.3					2	66.7

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-2a

STANDARD METROPOLITAN STATISTICAL AREA
ALBUQUERQUE, NEW MEXICO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,540	108	1.3	2,515	29.4	762	8.9	17	.2	5,138	60.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,106	63	1.0	1,214	19.9	580	9.5	15	.2	4,234	69.3
GS- 1 THRU 4	1,570	22	1.4	521	33.2	300	19.1	3	.2	724	46.1
GS- 5 THRU 8	1,825	20	1.1	430	23.6	185	10.1	5	.3	1,185	64.9
GS- 9 THRU 11	1,334	14	1.0	190	14.2	75	5.6	3	.2	1,052	78.9
GS-12 THRU 13	1,121	7	.6	64	5.7	16	1.4	3	.3	1,031	92.0
GS-14 THRU 15	251			9	3.6	4	1.6	1	.4	237	94.4
GS-16 THRU 18	5									5	100.0
TOTAL WAGE SYSTEMS.....	1,426	25	1.8	763	53.5	124	8.7	2	.1	512	35.9
UP THRU $5,499	227	10	4.4	151	66.5	39	17.2			27	11.9
$ 5,500 THRU $ 6,999	314	9	2.9	224	71.3	34	10.8			47	15.0
$ 7,000 THRU $ 7,999	298	3	1.0	186	62.4	19	6.4			90	30.2
$ 8,000 THRU $ 8,999	376	2	.5	169	44.9	22	5.9	1	.3	182	48.4
$ 9,000 THRU $ 9,999	123			25	20.3	4	3.3			94	76.4
$10,000 THRU $13,999	87	1	1.1	8	9.2	5	5.7	1	1.1	72	82.8
$14,000 THRU $17,999											
$18,000 AND OVER	1					1	100.0				
TOTAL POSTAL FIELD SERVICE.....	892	20	2.2	528	59.2	8	.9			336	37.7
PFS- 1 THRU 5*	763	19	2.5	457	59.9	8	1.0			279	36.6
PFS- 6 THRU 9	106	1	.9	56	52.8					49	46.2
PFS-10 THRU 12	19			13	68.4					6	31.6
PFS-13 THRU 16	4			2	50.0					2	50.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	116			10	8.6	50	43.1			56	48.3
UP THRU $6,499	74			6	8.1	50	67.6			18	24.3
$ 6,500 THRU $ 9,999	18			2	11.1					16	88.9
$10,000 THRU $13,999	13			1	7.7					12	92.3
$14,000 THRU $17,999	5									5	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	3			1	33.3					2	66.7

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-3

STANDARD METROPOLITAN STATISTICAL AREA
ATLANTA, GEORGIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	26,791	6,553	24.5	70	.3	15	.1	12		20,141	75.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	16,102	1,687	10.5	41	.3	11	.1	11	.1	14,352	89.1
GS- 1 THRU 4	3,700	984	26.6	5	.1					2,711	73.3
GS- 5 THRU 8	5,464	411	7.5	12	.2	6	.1	3	.1	5,052	92.1
GS- 9 THRU 11	2,986	162	5.4	16	.5	3	.1	4	.1	2,801	93.8
GS-12 THRU 13	2,911	101	3.5	2	.1	1		3	.1	2,804	96.3
GS-14 THRU 15	975	27	2.8	6	.6	1	.1	1	.1	940	96.4
GS-16 THRU 18	46	2	4.3							44	95.7
TOTAL WAGE SYSTEMS.....	3,375	1,427	42.3	8	.2	2	.1	1		1,937	57.4
LP THRU $5,499	141	124	87.9							17	12.1
$ 5,500 THRU $ 6,999	857	672	78.4	2	.2					183	21.4
$ 7,000 THRU $ 7,999	560	351	62.7	2	.4			1	.2	206	36.8
$ 8,000 THRU $ 8,999	542	198	36.5	1	.2					343	63.3
$ 9,000 THRU $ 9,999	775	65	8.4	1	.1					709	91.5
$10,000 THRU $13,999	476	17	3.6	2	.4	2	.4			455	95.6
$14,000 THRU $17,999	24									24	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	6,962	3,419	49.1	17	.2	1				3,525	50.6
PFS- 1 THRU 5*	5,343	3,035	56.8	15	.3					2,293	42.9
PFS- 6 THRU 9	1,107	356	32.2	1	.1					750	67.8
PFS-10 THRU 12	232	19	8.2	1	.4					212	91.4
PFS-13 THRU 16	242	9	3.7			1	.4			232	95.9
PFS-17 THRU 19	35									35	100.0
PFS-20 THRU 21	3									3	100.0
TOTAL OTHER PAY SYSTEMS	352	20	5.7	4	1.1	1	.3			327	92.9
LP THRU $6,499	38	12	31.6							26	68.4
$ 6,500 THRU $ 9,999	66	4	6.1	2	3.0					60	90.9
$10,000 THRU $13,999	227	2	.9	1	.4	1	.4			223	98.2
$14,000 THRU $17,999	10	2	20.0							8	80.0
$18,000 THRU $25,999	9			1	11.1					8	88.9
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-3a

STANDARD METROPOLITAN STATISTICAL AREA
ATLANTA, GEORGIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	25,668	6,403	24.9	59	.2	17	.1	7		19,182	74.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	14,844	1,346	9.1	36	.2	11	.1	6		13,445	90.6
GS- 1 THRU 4	3,861	864	22.4	6	.2					2,991	77.5
GS- 5 THRU 8	4,943	293	5.9	10	.2	4	.1	1		4,635	93.8
GS- 9 THRU 11	2,551	103	4.0	11	.4	5	.2	5	.2	2,427	95.1
GS-12 THRU 13	2,627	62	2.4	3	.1					2,562	97.5
GS-14 THRU 15	817	22	2.7	6	.7	2	.2			787	96.3
GS-16 THRU 18	45	2	4.4							43	95.6
TOTAL WAGE SYSTEMS.....	3,344	1,383	41.4	4	.1	2	.1	1		1,954	58.4
UP THRU $5,499	253	214	84.6							39	15.4
$ 5,500 THRU $ 6,999	1,091	812	74.4	2	.2					277	25.4
$ 7,000 THRU $ 7,999	489	232	47.4					1	.2	256	52.4
$ 8,000 THRU $ 8,999	739	103	13.9	1	.1					635	85.9
$ 9,000 THRU $ 9,999	469	16	3.4			1	.2			452	96.4
$10,000 THRU $13,999	294	6	2.0	1	.3	1	.3			286	97.3
$14,000 THRU $17,999	9									9	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	7,119	3,655	51.3	18	.3	1				3,445	48.4
PFS- 1 THRU 5*	5,609	3,347	59.7	16	.3					2,246	40.0
PFS- 6 THRU 9	1,017	283	27.8	1	.1					733	72.1
PFS-10 THRU 12	229	21	9.2	1	.4					207	90.4
PFS-13 THRU 16	231	4	1.7			1	.4			226	97.8
PFS-17 THRU 19	30									30	100.0
PFS-20 THRU 21	3									3	100.0
TOTAL OTHER PAY SYSTEMS	361	19	5.3	1	.3	3	.8			338	93.6
UP THRU $6,499	70	13	18.6							57	81.4
$ 6,500 THRU $ 9,999	153	5	3.3			2	1.3			146	95.4
$10,000 THRU $13,999	52	1	1.9	1	1.9					50	96.2
$14,000 THRU $17,999	75					1	1.3			74	98.7
$18,000 THRU $25,999	10									10	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-4

STANDARD METROPOLITAN STATISTICAL AREA
AUGUSTA, GEORGIA-SOUTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,477	1,139	20.8	11	.2	2		5	.1	4,320	78.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,507	356	10.2	9	.3	2	.1	4	.1	3,136	89.4
GS- 1 THRU 4	1,429	252	17.6	5	.3	1	.1			1,171	81.9
GS- 5 THRU 8	897	54	6.0	3	.3			2	.2	838	93.4
GS- 9 THRU 11	863	47	5.4					2	.2	814	94.3
GS-12 THRU 13	230	3	1.3			1	.4			226	98.3
GS-14 THRU 15	83			1	1.2					82	98.8
GS-16 THRU 18	5									5	100.0
TOTAL WAGE SYSTEMS.....	1,399	698	49.9	1	.1					700	50.0
UP THRU $5,499	419	355	84.7							64	15.3
$ 5,500 THRU $ 6,999	278	203	73.0							75	27.0
$ 7,000 THRU $ 7,999	220	86	39.1							134	60.9
$ 8,000 THRU $ 8,999	241	42	17.4	1	.4					198	82.2
$ 9,000 THRU $ 9,999	154	10	6.5							144	93.5
$10,000 THRU $13,999	86	2	2.3							84	97.7
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	535	73	13.6	1	.2			1	.2	460	86.0
PFS- 1 THRU 5*	440	70	15.9	1	.2			1	.2	368	83.6
PFS- 6 THRU 9	81	3	3.7							78	96.3
PFS-10 THRU 12	11									11	100.0
PFS-13 THRU 16	3									3	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	36	12	33.3							24	66.7
UP THRU $6,499	22	10	45.5							12	54.5
$ 6,500 THRU $ 9,999	8	2	25.0							6	75.0
$10,000 THRU $13,999	3									3	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 4-4a

STANDARD METROPOLITAN STATISTICAL AREA
AUGUSTA,GEORGIA-SOUTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,056	1,294	21.4	12	.2	3		9	.1	4,738	78.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,797	382	10.1	11	.3	3	.1	7	.2	3,394	89.4
GS- 1 THRU 4	1,697	284	16.7	6	.4	2	.1	4	.2	1,401	82.6
GS- 5 THRU 8	944	52	5.5	2	.2			2	.2	888	94.1
GS- 9 THRU 11	847	44	5.2	1	.1			1	.1	801	94.6
GS-12 THRU 13	226	2	.9			1	.4			223	98.7
GS-14 THRU 15	78			2	2.6					76	97.4
GS-16 THRU 18	5									5	100.0
TOTAL WAGE SYSTEMS.....	1,683	828	49.2					1	.1	854	50.7
UP THRU $5,499	628	527	83.9							101	16.1
$ 5,500 THRU $ 6,999	412	232	56.3					1	.2	179	43.4
$ 7,000 THRU $ 7,999	329	55	16.7							274	83.3
$ 8,000 THRU $ 8,999	158	9	5.7							149	94.3
$ 9,000 THRU $ 9,999	102	3	2.9							99	97.1
$10,000 THRU $13,999	53	2	3.8							51	96.2
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	546	73	13.4	1	.2			1	.2	471	86.3
PFS- 1 THRU 5*	454	71	15.6	1	.2			1	.2	381	83.9
PFS- 6 THRU 9	78	2	2.6							76	97.4
PFS-10 THRU 12	11									11	100.0
PFS-13 THRU 16	3									3	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	30	11	36.7							19	63.3
UP THRU $6,499	22	9	40.9							13	59.1
$ 6,500 THRU $ 9,999	5	2	40.0							3	60.0
$10,000 THRU $13,999											
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY

TABLE 4-5

STANDARD METROPOLITAN STATISTICAL AREA
AUSTIN, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,570	426	7.6	571	10.3	9	.2	6	.1	4,558	81.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,024	232	5.8	347	8.6	8	.2	6	.1	3,431	85.3
GS- 1 THRU 4	1,418	154	10.9	199	14.0	2	.1	4	.3	1,059	74.7
GS- 5 THRU 8	1,443	51	3.5	95	6.6	4	.3	2	.1	1,291	89.5
GS- 9 THRU 11	616	15	2.4	19	3.1					582	94.5
GS-12 THRU 13	444	7	1.6	31	7.0	1	.2			405	91.2
GS-14 THRU 15	97	5	5.2	3	3.1	1	1.0			88	90.7
GS-16 THRU 18	6									6	100.0
TOTAL WAGE SYSTEMS.....	459	78	17.0	75	16.3	1	.2			305	66.4
UP THRU $5,499	113	53	46.9	35	31.0					25	22.1
$ 5,500 THRU $ 6,999	66	17	25.8	21	31.8					28	42.4
$ 7,000 THRU $ 7,999	67	4	6.0	13	19.4					50	74.6
$ 8,000 THRU $ 8,999	106	4	3.8	5	4.7	1	.9			96	90.6
$ 9,000 THRU $ 9,999	76			1	1.3					75	98.7
$10,000 THRU $13,999	30									30	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,071	115	10.7	147	13.7					809	75.5
PFS- 1 THRU 5*	891	102	11.4	127	14.3					662	74.3
PFS- 6 THRU 9	155	13	8.4	19	12.3					123	79.4
PFS-10 THRU 12	20			1	5.0					19	95.0
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	16	1	6.3	2	12.5					13	81.3
UP THRU $6,499	4			1	25.0					3	75.0
$ 6,500 THRU $ 9,999	7			1	14.3					6	85.7
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999	1	1	100.0								
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 4-5a

STANDARD METROPOLITAN STATISTICAL AREA
AUSTIN, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,303	381	7.2	495	9.3	9	.2	6	.1	4,412	83.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,808	191	5.0	279	7.3	8	.2	6	.2	3,324	87.3
GS- 1 THRU 4	1,385	122	8.8	158	11.4	2	.1	4	.3	1,099	79.4
GS- 5 THRU 8	1,321	43	3.3	77	5.8	3	.2	2	.2	1,196	90.5
GS- 9 THRU 11	593	10	1.7	19	3.2					564	95.1
GS-12 THRU 13	412	13	3.2	22	5.3	2	.5			375	91.0
GS-14 THRU 15	91	3	3.3	3	3.3	1	1.1			84	92.3
GS-16 THRU 18	6									6	100.0
TOTAL WAGE SYSTEMS.....	439	80	18.2	81	18.5	1	.2			277	63.1
UP THRU $5,499	145	69	47.6	43	29.7					33	22.8
$ 5,500 THRU $ 6,999	121	7	5.8	23	19.0	1	.8			90	74.4
$ 7,000 THRU $ 7,999	115	4	3.5	15	13.0					96	83.5
$ 8,000 THRU $ 8,999	34									34	100.0
$ 9,000 THRU $ 9,999	18									18	100.0
$10,000 THRU $13,999	6									6	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,042	110	10.6	134	12.9					798	76.6
PFS- 1 THRU 5*	881	99	11.2	115	13.1					667	75.7
PFS- 6 THRU 9	137	11	8.0	18	13.1					108	78.8
PFS-10 THRU 12	19			1	5.3					18	94.7
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	14			1	7.1					13	92.9
UP THRU $6,499	4			1	25.0					3	75.0
$ 6,500 THRU $ 9,999	8									8	100.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-6

STANDARD METROPOLITAN STATISTICAL AREA
BALTIMORE, MARYLAND

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	39,945	11,683	29.2	94	.2	32	.1	88	.2	28,048	70.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	26,472	5,973	22.6	73	.3	12		65	.2	20,349	76.9
GS- 1 THRU 4	8,308	3,493	42.0	10	.1	2		10	.1	4,793	57.7
GS- 5 THRU 8	7,692	1,761	22.9	16	.2	4	.1	15	.2	5,896	76.7
GS- 9 THRU 11	4,816	476	9.9	17	.4	3	.1	14	.3	4,306	89.4
GS-12 THRU 13	4,494	205	4.6	27	.6	3	.1	20	.4	4,239	94.3
GS-14 THRU 15	1,110	38	3.4	3	.3			6	.5	1,063	95.8
GS-16 THRU 18	52									52	100.0
TOTAL WAGE SYSTEMS.....	5,777	2,778	48.1	6	.1	5	.1	4	.1	2,984	51.7
UP THRU $5,499	158	139	88.0							19	12.0
$ 5,500 THRU $ 6,999	2,015	1,620	80.4	4	.2			1		390	19.4
$ 7,000 THRU $ 7,999	931	540	58.0			1	.1	2	.2	388	41.7
$ 8,000 THRU $ 8,999	1,564	345	22.1	2	.1	1	.1			1,216	77.7
$ 9,000 THRU $ 9,999	702	98	14.0			2	.3	1	.1	601	85.6
$10,000 THRU $13,999	390	36	9.2			1	.3			353	90.5
$14,000 THRU $17,999	12									12	100.0
$18,000 AND OVER	5									5	100.0
TOTAL POSTAL FIELD SERVICE.....	7,109	2,913	41.0	9	.1	14	.2	12	.2	4,161	58.5
PFS- 1 THRU 5*	6,122	2,669	43.6	8	.1	14	.2	11	.2	3,420	55.9
PFS- 6 THRU 9	851	227	26.7	1	.1			1	.1	622	73.1
PFS-10 THRU 12	117	14	12.0							103	88.0
PFS-13 THRU 16	18	3	16.7							15	83.3
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	587	19	3.2	6	1.0	1	.2	7	1.2	554	94.4
UP THRU $6,499	45	12	26.7							33	73.3
$ 6,500 THRU $ 9,999	84	1	1.2	3	3.6			1	1.2	79	94.0
$10,000 THRU $13,999	234	5	2.1	2	.9	1	.4	3	1.3	223	95.3
$14,000 THRU $17,999	105			1	1.0			3	2.9	101	96.2
$18,000 THRU $25,999	110	1	.9							109	99.1
$26,000 AND OVER	9									9	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 4-6a

STANDARD METROPOLITAN STATISTICAL AREA
BALTIMORE, MARYLAND

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	46,911	11,824	25.2	109	.2	24	.1	97	.2	34,857	74.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	30,624	5,646	18.4	87	.3	18	.1	78	.3	24,795	81.0
GS- 1 THRU 4	8,811	3,148	35.7	18	.2	6	.1	11	.1	5,628	63.9
GS- 5 THRU 8	8,703	1,696	19.5	17	.2	5	.1	19	.2	6,966	80.0
GS- 9 THRU 11	6,366	556	8.7	22	.3	5	.1	13	.2	5,770	90.6
GS-12 THRU 13	5,365	211	3.9	26	.5	2		29	.5	5,097	95.0
GS-14 THRU 15	1,313	35	2.7	4	.3			6	.5	1,268	96.6
GS-16 THRU 18	66									66	100.0
TOTAL WAGE SYSTEMS.....	8,673	3,359	38.7	8	.1	5	.1	4		5,297	61.1
UP THRU $5,499	538	492	91.4							46	8.6
$ 5,500 THRU $ 6,999	2,922	1,889	64.6	5	.2	1		2	.1	1,025	35.1
$ 7,000 THRU $ 7,999	3,246	766	23.6	2	.1	3	.1	2	.1	2,473	76.2
$ 8,000 THRU $ 8,999	1,224	121	9.9	1	.1	1	.1			1,101	90.0
$ 9,000 THRU $ 9,999	323	48	14.9							275	85.1
$10,000 THRU $13,999	400	37	9.3							363	90.8
$14,000 THRU $17,999	19	6	31.6							13	68.4
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	7,015	2,803	40.0	8	.1			10	.1	4,194	59.8
PFS- 1 THRU 5*	6,074	2,575	42.4	7	.1			9	.1	3,483	57.3
PFS- 6 THRU 9	816	215	26.3	1	.1			1	.1	599	73.4
PFS-10 THRU 12	109	10	9.2							99	90.8
PFS-13 THRU 16	15	3	20.0							12	80.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	599	16	2.7	6	1.0	1	.2	5	.8	571	95.3
UP THRU $6,499	76	7	9.2							69	90.8
$ 6,500 THRU $ 9,999	176	5	2.8	4	2.3			1	.6	166	94.3
$10,000 THRU $13,999	138	2	1.4	1	.7	1	.7	4	2.9	130	94.2
$14,000 THRU $17,999	129	1	.8	1	.8					127	98.4
$18,000 THRU $25,999	76	1	1.3							75	98.7
$26,000 AND OVER	4									4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

STANDARD METROPOLITAN STATISTICAL AREA
BILOXI-GULFPORT, MISSISSIPPI

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,014	625	12.5	12	.2	4	.1	3	.1	4,370	87.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,962	106	3.6	11	.4	2	.1	2	.1	2,841	95.9
GS- 1 THRU 4	1,072	61	5.7	4	.4	1	.1			1,006	93.8
GS- 5 THRU 8	805	10	1.2	5	.6	1	.1	1	.1	788	97.9
GS- 9 THRU 11	802	34	4.2	1	.1					767	95.6
GS-12 THRU 13	239	1	.4					1	.4	237	99.2
GS-14 THRU 15	44			1	2.3					43	97.7
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	1,761	494	28.1			2	.1	1	.1	1,264	71.8
LP THRU $5,499	217	165	76.0							52	24.0
$ 5,500 THRU $ 6,999	485	234	48.2							251	51.8
$ 7,000 THRU $ 7,999	668	85	12.7			2	.3	1	.1	580	86.6
$ 8,000 THRU $ 8,999	287	9	3.1							278	96.9
$ 9,000 THRU $ 9,999	36	1	2.8							35	97.2
$10,000 THRU $13,999	66									66	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	267	21	7.9	1	.4					245	91.8
PFS- 1 THRU 5*	227	21	9.3	1	.4					205	90.3
PFS- 6 THRU 9	31									31	100.0
PFS-10 THRU 12	7									7	100.0
PFS-13 THRU 16	2									2	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	24	4	16.7							20	83.3
LP THRU $6,499	18	4	22.2							14	77.8
$ 6,500 THRU $ 9,999	5									5	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 4-7a

STANDARD METROPOLITAN STATISTICAL AREA
BILOXI-GULFPORT, MISSISSIPPI

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,632	651	11.6	15	.3	3	.1	2		4,961	88.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,367	100	3.0	14	.4	1		1		3,251	96.6
GS- 1 THRU 4	1,214	54	4.4	6	.5					1,154	95.1
GS- 5 THRU 8	867	10	1.2	5	.6	1	.1	1	.1	850	98.0
GS- 9 THRU 11	934	35	3.7	2	.2					897	96.0
GS-12 THRU 13	303	1	.3							302	99.7
GS-14 THRU 15	48			1	2.1					47	97.9
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	1,960	531	27.1			2	.1	1	.1	1,426	72.8
UP THRU $5,499	282	194	68.8							88	31.2
$ 5,500 THRU $ 6,999	750	291	38.8					1	.1	458	61.1
$ 7,000 THRU $ 7,999	687	38	5.5			2	.3			647	94.2
$ 8,000 THRU $ 8,999	147	7	4.8							140	95.2
$ 9,000 THRU $ 9,999	32	1	3.1							31	96.9
$10,000 THRU $13,999	62									62	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	279	17	6.1	1	.4					261	93.5
PFS- 1 THRU 5*	236	17	7.2	1	.4					218	92.4
PFS- 6 THRU 9	33									33	100.0
PFS-10 THRU 12	8									8	100.0
PFS-13 THRU 16	2									2	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	26	3	11.5							23	88.5
UP THRU $6,499	20	3	15.0							17	85.0
$ 6,500 THRU $ 9,999	4									4	100.0
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-8

STANDARD METROPOLITAN STATISTICAL AREA
BIRMINGHAM, ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,369	1,390	21.8	7	.1	1		5	.1	4,966	78.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,805	594	15.6	5	.1			5	.1	3,201	84.1
GS- 1 THRU 4	1,271	367	28.9							904	71.1
GS- 5 THRU 8	1,146	145	12.7	1	.1			1	.1	999	87.2
GS- 9 THRU 11	873	72	8.2	2	.2			3	.3	796	91.2
GS-12 THRU 13	408	9	2.2	1	.2					398	97.5
GS-14 THRU 15	104	1	1.0	1	1.0			1	1.0	101	97.1
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	256	103	40.2							153	59.8
LP THRU $5,499	46	40	87.0							6	13.0
$ 5,500 THRU $ 6,999	73	47	64.4							26	35.6
$ 7,000 THRU $ 7,999	44	7	15.9							37	84.1
$ 8,000 THRU $ 8,999	73	8	11.0							65	89.0
$ 9,000 THRU $ 9,999	6	1	16.7							5	83.3
$10,000 THRU $13,999	14									14	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,237	680	30.4	2	.1	1				1,554	69.5
PFS- 1 THRU 5*	1,864	634	34.0	2	.1	1	.1			1,227	65.8
PFS- 6 THRU 9	311	42	13.5							269	86.5
PFS-10 THRU 12	52	2	3.8							50	96.2
PFS-13 THRU 16	9	2	22.2							7	77.8
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	71	13	18.3							58	81.7
LP THRU $6,499	31	8	25.8							23	74.2
$ 6,500 THRU $ 9,999	22	3	13.6							19	86.4
$10,000 THRU $13,999	7	1	14.3							6	85.7
$14,000 THRU $17,999	4									4	100.0
$18,000 THRU $25,999	5	1	20.0							4	80.0
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 4-8a

STANDARD METROPOLITAN STATISTICAL AREA
BIRMINGHAM, ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,223	1,273	20.5	6	.1	1		2		4,941	79.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,662	525	14.3	5	.1			2	.1	3,130	85.5
GS- 1 THRU 4	1,271	366	28.8	1	.1					904	71.1
GS- 5 THRU 8	1,093	86	7.9	1	.1			1	.1	1,005	91.9
GS- 9 THRU 11	879	70	8.0	1	.1			1	.1	807	91.8
GS-12 THRU 13	321	3	.9	1	.3					317	98.8
GS-14 THRU 15	96			1	1.0					95	99.0
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	267	105	39.3			1	.4			161	60.3
UP THRU $5,499	96	80	83.3			1	1.0			15	15.6
$ 5,500 THRU $ 6,999	36	17	47.2							19	52.8
$ 7,000 THRU $ 7,999	66	8	12.1							58	87.9
$ 8,000 THRU $ 8,999	65									65	100.0
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,230	634	28.4	1						1,595	71.5
PFS- 1 THRU 5*	1,899	604	31.8	1	.1					1,294	68.1
PFS- 6 THRU 9	276	28	10.1							248	89.9
PFS-10 THRU 12	45	1	2.2							44	97.8
PFS-13 THRU 16	9	1	11.1							8	88.9
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	64	9	14.1							55	85.9
UP THRU $6,499	32	4	12.5							28	87.5
$ 6,500 THRU $ 9,999	18	4	22.2							14	77.8
$10,000 THRU $13,999	6									6	100.0
$14,000 THRU $17,999	4	1	25.0							3	75.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY

TABLE 4-9

STANDARD METROPOLITAN STATISTICAL AREA
BOSTON, MASSACHUSETTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	41,147	2,247	5.5	117	.3	24	.1	112	.3	38,647	93.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	17,624	873	5.0	48	.3	15	.1	81	.5	16,607	94.2
GS- 1 THRU 4	3,836	382	10.0	13	.3	8	.2	12	.3	3,421	89.2
GS- 5 THRU 8	4,497	273	6.1	11	.2	5	.1	10	.2	4,198	93.4
GS- 9 THRU 11	4,122	113	2.7	9	.2	2		12	.3	3,986	96.7
GS-12 THRU 13	3,842	75	2.0	8	.2			27	.7	3,732	97.1
GS-14 THRU 15	1,258	29	2.3	7	.6			19	1.5	1,203	95.6
GS-16 THRU 18	69	1	1.4					1	1.4	67	97.1
TOTAL WAGE SYSTEMS.....	7,250	507	7.0	34	.5	2		12	.2	6,695	92.3
UP THRU $5,499	31	2	6.5							29	93.5
$ 5,500 THRU $ 6,999	1,081	170	15.7	22	2.0			4	.4	885	81.9
$ 7,000 THRU $ 7,999	1,095	86	7.9	5	.5			1	.1	1,003	91.6
$ 8,000 THRU $ 8,999	1,656	123	7.4	5	.3			3	.2	1,525	92.1
$ 9,000 THRU $ 9,999	2,448	105	4.3	2	.1	2	.1	3	.1	2,336	95.4
$10,000 THRU $13,999	899	21	2.3					1	.1	877	97.6
$14,000 THRU $17,999	25									25	100.0
$18,000 AND OVER	15									15	100.0
TOTAL POSTAL FIELD SERVICE.....	15,922	858	5.4	33	.2	7		14	.1	15,010	94.3
PFS- 1 THRU 5*	14,212	794	5.6	33	.2	6		13	.1	13,366	94.0
PFS- 6 THRU 9	1,405	58	4.1			1	.1			1,346	95.8
PFS-10 THRU 12	255	5	2.0					1	.4	249	97.6
PFS-13 THRU 16	47	1	2.1							46	97.9
PFS-17 THRU 19	3									3	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	351	9	2.6	2	.6			5	1.4	335	95.4
UP THRU $6,499	79	1	1.3					1	1.3	77	97.5
$ 6,500 THRU $ 9,999	118	3	2.5					1	.8	114	96.6
$10,000 THRU $13,999	101	4	4.0	2	2.0			1	1.0	94	93.1
$14,000 THRU $17,999	21	1	4.8							20	95.2
$18,000 THRU $25,999	13									13	100.0
$26,000 AND OVER	19							2	10.5	17	89.5

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-9a

STANDARD METROPOLITAN STATISTICAL AREA
BOSTON, MASSACHUSETTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	43,413	2,028	4.7	88	.2	16		112	.3	41,169	94.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	18,421	755	4.1	37	.2	6		82	.4	17,541	95.2
GS- 1 THRU 4	4,192	356	8.5	7	.2	5	.1	14	.3	3,810	90.9
GS- 5 THRU 8	4,643	224	4.8	10	.2	1		6	.1	4,402	94.8
GS- 9 THRU 11	4,360	100	2.3	10	.2			10	.2	4,240	97.2
GS-12 THRU 13	3,891	58	1.5	7	.2			31	.8	3,795	97.5
GS-14 THRU 15	1,265	16	1.3	3	.2			21	1.7	1,225	96.8
GS-16 THRU 18	70	1	1.4							69	98.6
TOTAL WAGE SYSTEMS.....	8,873	546	6.2	30	.3	4		12	.1	8,281	93.3
UP THRU $5,499	583	64	11.0	20	3.4			2	.3	497	85.2
$ 5,500 THRU $ 6,999	2,289	253	11.1	4	.2	2	.1	4	.2	2,026	88.5
$ 7,000 THRU $ 7,999	4,306	192	4.5	6	.1	2		4	.1	4,102	95.3
$ 8,000 THRU $ 8,999	617	24	3.9					1	.2	592	95.9
$ 9,000 THRU $ 9,999	488	10	2.0					1	.2	477	97.7
$10,000 THRU $13,999	578	3	.5							575	99.5
$14,000 THRU $17,999	10									10	100.0
$18,000 AND OVER	2									2	100.0
TOTAL POSTAL FIELD SERVICE.....	15,735	721	4.6	17	.1	6		14	.1	14,977	95.2
PFS- 1 THRU 5*	13,910	664	4.8	17	.1	5		13	.1	13,211	95.0
PFS- 6 THRU 9	1,332	51	3.8			1	.1	1	.1	1,279	96.0
PFS-10 THRU 12	293	5	1.7							288	98.3
PFS-13 THRU 16	180	1	.6							179	99.4
PFS-17 THRU 19	18									18	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	384	6	1.6	4	1.0			4	1.0	370	96.4
UP THRU $6,499	138	2	1.4	2	1.4			1	.7	133	96.4
$ 6,500 THRU $ 9,999	128	3	2.3	1	.8			1	.8	123	96.1
$10,000 THRU $13,999	40									40	100.0
$14,000 THRU $17,999	37	1	2.7	1	2.7					35	94.6
$18,000 THRU $25,999	17									17	100.0
$26,000 AND OVER	24							2	8.3	22	91.7

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-10

STANDARD METROPOLITAN STATISTICAL AREA
BUFFALO, NEW YORK

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,858	917	10.4	31	.3	8	.1	12	.1	7,890	89.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,243	307	9.5	9	.3	5	.2	10	.3	2,912	89.8
GS- 1 THRU 4	805	209	26.0	3	.4	1	.1			592	73.5
GS- 5 THRU 8	917	66	7.2			3	.3			848	92.5
GS- 9 THRU 11	876	25	2.9	3	.3			6	.7	842	96.1
GS-12 THRU 13	513	6	1.2	1	.2	1	.2	1	.2	504	98.2
GS-14 THRU 15	128	1	.8	2	1.6			3	2.3	122	95.3
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....	697	158	22.7	5	.7					534	76.6
UP THRU $5,499	5	5	100.0								
$ 5,500 THRU $ 6,999	257	122	47.5	3	1.2					132	51.4
$ 7,000 THRU $ 7,999	59	8	13.6							51	86.4
$ 8,000 THRU $ 8,999	203	13	6.4	1	.5					189	93.1
$ 9,000 THRU $ 9,999	114	8	7.0	1	.9					105	92.1
$10,000 THRU $13,999	57	2	3.5							55	96.5
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	4,847	439	9.1	17	.4	3	.1	2		4,386	90.5
PFS- 1 THRU 5*	4,191	377	9.0	14	.3	3	.1	2		3,795	90.6
PFS- 6 THRU 9	556	58	10.4	3	.5					495	89.0
PFS-10 THRU 12	85	3	3.5							82	96.5
PFS-13 THRU 16	14	1	7.1							13	92.9
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	71	13	18.3							58	81.7
UP THRU $6,499	34	8	23.5							26	76.5
$ 6,500 THRU $ 9,999	26	4	15.4							22	84.6
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999	6	1	16.7							5	83.3
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-10a

STANDARD METROPOLITAN STATISTICAL AREA
BUFFALO, NEW YORK

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,941	841	9.4	22	.2	8	.1	7	.1	8,063	90.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,320	292	8.8	6	.2	6	.2	7	.2	3,009	90.6
GS- 1 THRU 4	841	205	24.4			2	.2			634	75.4
GS- 5 THRU 8	966	60	6.2			2	.2			904	93.6
GS- 9 THRU 11	941	19	2.0	3	.3	1	.1	3	.3	915	97.2
GS-12 THRU 13	452	5	1.1	1	.2	1	.2	1	.2	444	98.2
GS-14 THRU 15	116	3	2.6	2	1.7			3	2.6	108	93.1
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....	1,063	171	16.1	8	.8					884	83.2
UP THRU $5,499	20	10	50.0							10	50.0
$ 5,500 THRU $ 6,999	316	128	40.5	4	1.3					184	58.2
$ 7,000 THRU $ 7,999	223	23	10.3	2	.9					198	88.8
$ 8,000 THRU $ 8,999	363	9	2.5	1	.3					353	97.2
$ 9,000 THRU $ 9,999	64									64	100.0
$10,000 THRU $13,999	74	1	1.4	1	1.4					72	97.3
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	4,499	367	8.2	8	.2	2				4,122	91.6
PFS- 1 THRU 5*	3,939	326	8.3	7	.2	2	.1			3,604	91.5
PFS- 6 THRU 9	467	37	7.9	1	.2					429	91.9
PFS-10 THRU 12	79	4	5.1							75	94.9
PFS-13 THRU 16	13									13	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	59	11	18.6							48	81.4
UP THRU $6,499	38	8	21.1							30	78.9
$ 6,500 THRU $ 9,999	13	3	23.1							10	76.9
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999	4									4	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-11

STANDARD METROPOLITAN STATISTICAL AREA
CHARLESTON, SOUTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	14,772	2,698	18.3	31	.2	4		11	.1	12,028	81.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,995	393	6.6	17	.3			5	.1	5,580	93.1
GS- 1 THRU 4	1,765	260	14.7	6	.3			1	.1	1,498	84.9
GS- 5 THRU 8	1,820	102	5.6	3	.2			2	.1	1,713	94.1
GS- 9 THRU 11	1,575	24	1.5	5	.3			1	.1	1,545	98.1
GS-12 THRU 13	757	7	.9	1	.1					749	98.9
GS-14 THRU 15	76			2	2.6			1	1.3	73	96.1
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	8,155	2,146	26.3	14	.2	4		5	.1	5,986	73.4
LP THRU $5,499	558	396	71.0							162	29.0
$ 5,500 THRU $ 6,999	1,354	792	58.5	3	.2	1	.1	3	.2	555	41.0
$ 7,000 THRU $ 7,999	1,490	362	24.3	6	.4	1	.1	2	.1	1,119	75.1
$ 8,000 THRU $ 8,999	1,383	237	17.1	1	.1	1	.1			1,144	82.7
$ 9,000 THRU $ 9,999	2,117	329	15.5	4	.2	1				1,783	84.2
$10,000 THRU $13,999	1,212	30	2.5							1,182	97.5
$14,000 THRU $17,999	32									32	100.0
$18,000 AND OVER	9									9	100.0
TOTAL POSTAL FIELD SERVICE.....	596	153	25.7					1	.2	442	74.2
PFS- 1 THRU 5*	484	140	28.9					1	.2	343	70.9
PFS- 6 THRU 9	98	13	13.3							85	86.7
PFS-10 THRU 12	11									11	100.0
PFS-13 THRU 16	3									3	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	26	6	23.1							20	76.9
LP THRU $6,499	14	6	42.9							8	57.1
$ 6,500 THRU $ 9,999	6									6	100.0
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-11a

STANDARD METROPOLITAN STATISTICAL AREA
CHARLESTON, SOUTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	15,193	2,709	17.8	30	.2	2		11	.1	12,441	81.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,974	374	6.3	18	.3			4	.1	5,578	93.4
GS- 1 THRU 4	1,787	239	13.4	7	.4			1	.1	1,540	86.2
GS- 5 THRU 8	1,855	103	5.6	3	.2			1	.1	1,748	94.2
GS- 9 THRU 11	1,624	26	1.6	4	.2			1	.1	1,593	98.1
GS-12 THRU 13	633	6	.9	1	.2					626	98.9
GS-14 THRU 15	74			3	4.1			1	1.4	70	94.6
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	8,596	2,180	25.4	12	.1	2		5	.1	6,397	74.4
UP THRU $5,499	761	591	77.7							170	22.3
$ 5,500 THRU $ 6,999	2,078	908	43.7	3	.1	1		4	.2	1,162	55.9
$ 7,000 THRU $ 7,999	1,842	321	17.4	4	.2	1	.1	1	.1	1,515	82.2
$ 8,000 THRU $ 8,999	2,699	335	12.4	5	.2					2,359	87.4
$ 9,000 THRU $ 9,999	459	14	3.1							445	96.9
$10,000 THRU $13,999	741	11	1.5							730	98.5
$14,000 THRU $17,999	13									13	100.0
$18,000 AND OVER	3									3	100.0
TOTAL POSTAL FIELD SERVICE.....	597	148	24.8					2	.3	447	74.9
PFS- 1 THRU 5*	498	139	27.9					1	.2	358	71.9
PFS- 6 THRU 9	85	9	10.6					1	1.2	75	88.2
PFS-10 THRU 12	11									11	100.0
PFS-13 THRU 16	3									3	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	26	7	26.9							19	73.1
UP THRU $6,499	19	7	36.8							12	63.2
$ 6,500 THRU $ 9,999	4									4	100.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-12

STANDARD METROPOLITAN STATISTICAL AREA
CHICAGO, ILLINOIS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	72,498	29,820	41.1	718	1.0	58	.1	394	.5	41,508	57.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	29,862	7,286	24.4	259	.9	30	.1	245	.8	22,042	73.8
GS- 1 THRU 4	7,902	3,654	46.2	121	1.5	10	.1	25	.3	4,092	51.8
GS- 5 THRU 8	8,798	2,516	28.6	57	.6	9	.1	61	.7	6,155	70.0
GS- 9 THRU 11	6,884	748	10.9	45	.7	5	.1	108	1.6	5,978	86.8
GS-12 THRU 13	4,918	304	6.2	23	.5	3	.1	37	.8	4,551	92.5
GS-14 THRU 15	1,304	63	4.8	13	1.0	2	.2	14	1.1	1,212	92.9
GS-16 THRU 18	56	1	1.8			1	1.8			54	96.4
TOTAL WAGE SYSTEMS.....	5,174	2,267	43.8	107	2.1	2		12	.2	2,786	53.8
LP THRU $5,499	403	76	18.9	16	4.0					311	77.2
$ 5,500 THRU $ 6,999	1,494	1,153	77.2	51	3.4			1	.1	289	19.3
$ 7,000 THRU $ 7,999	827	446	53.9	21	2.5			1	.1	359	43.4
$ 8,000 THRU $ 8,999	663	236	35.6	8	1.2	2	.3	4	.6	413	62.3
$ 9,000 THRU $ 9,999	1,102	261	23.7	8	.7			4	.4	829	75.2
$10,000 THRU $13,999	657	94	14.3	3	.5			2	.3	558	84.9
$14,000 THRU $17,999	27	1	3.7							26	96.3
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	36,970	20,143	54.5	341	.9	25	.1	193	.4	16,328	44.2
PFS- 1 THRU 5*	33,121	18,383	55.5	315	1.0	22	.1	122	.4	14,279	43.1
PFS- 6 THRU 9	3,220	1,632	50.7	25	.8	2	.1	11	.3	1,550	48.1
PFS-10 THRU 12	525	106	20.2	1	.2	1	.2			417	79.4
PFS-13 THRU 16	100	20	20.0							80	80.0
PFS-17 THRU 19	3	1	33.3							2	66.7
PFS-20 THRU 21	1	1	100.0								
TOTAL OTHER PAY SYSTEMS	492	124	25.2	11	2.2	1	.2	4	.8	352	71.5
LP THRU $6,499	183	81	44.3	6	3.3			1	.5	95	51.9
$ 6,500 THRU $ 9,999	179	39	21.8	5	2.8	1	.6	1	.6	133	74.3
$10,000 THRU $13,999	74	2	2.7							72	97.3
$14,000 THRU $17,999	29							2	6.9	27	93.1
$18,000 THRU $25,999	14	1	7.1							13	92.9
$26,000 AND OVER	13	1	7.7							12	92.3

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 4-12a

STANDARD METROPOLITAN STATISTICAL AREA
CHICAGO, ILLINOIS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	73,024	30,127	41.3	670	.9	58	.1	372	.5	41,797	57.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	30,400	7,267	23.9	217	.7	28	.1	224	.7	22,664	74.6
GS- 1 THRU 4	8,472	3,852	45.5	92	1.1	8	.1	22	.3	4,498	53.1
GS- 5 THRU 8	8,552	2,371	27.7	54	.6	11	.1	53	.6	6,063	70.9
GS- 9 THRU 11	7,129	730	10.2	42	.6	4	.1	107	1.5	6,246	87.6
GS-12 THRU 13	4,954	262	5.3	20	.4	2		32	.6	4,638	93.6
GS-14 THRU 15	1,233	51	4.1	9	.7	2	.2	10	.8	1,161	94.2
GS-16 THRU 18	60	1	1.7			1	1.7			58	96.7
TOTAL WAGE SYSTEMS.....	6,189	2,545	41.1	125	2.0	1		13	.2	3,505	56.6
UP THRU $5,499	693	229	33.0	30	4.3			1	.1	433	62.5
$ 5,500 THRU $ 6,999	2,121	1,548	73.0	52	2.5			1		520	24.5
$ 7,000 THRU $ 7,999	911	362	39.7	21	2.3			1	.1	527	57.8
$ 8,000 THRU $ 8,999	1,038	239	23.0	8	.8	1	.1	5	.5	785	75.6
$ 9,000 THRU $ 9,999	941	137	14.6	11	1.2			2	.2	791	84.1
$10,000 THRU $13,999	479	30	6.3	3	.6			3	.6	443	92.5
$14,000 THRU $17,999	6									6	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	35,987	20,197	56.1	321	.9	28	.1	134	.4	15,307	42.5
PFS- 1 THRU 5*	31,829	18,525	58.2	298	.9	25	.1	124	.4	12,857	40.4
PFS- 6 THRU 9	3,255	1,534	47.1	22	.7	2	.1	10	.3	1,687	51.8
PFS-10 THRU 12	598	106	17.7	1	.2	1	.2			490	81.9
PFS-13 THRU 16	273	28	10.3							245	89.7
PFS-17 THRU 19	28	3	10.7							25	89.3
PFS-20 THRU 21	4	1	25.0							3	75.0
TOTAL OTHER PAY SYSTEMS	448	118	26.3	7	1.6	1	.2	1	.2	321	71.7
UP THRU $6,499	230	99	43.0	3	1.3					128	55.7
$ 6,500 THRU $ 9,999	111	16	14.4	4	3.6	1	.9	1	.9	89	80.2
$10,000 THRU $13,999	68	2	2.9							66	97.1
$14,000 THRU $17,999	17	1	5.9							16	94.1
$18,000 THRU $25,999	13									13	100.0
$26,000 AND OVER	9									9	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-13

STANDARD METROPOLITAN STATISTICAL AREA
CINCINNATI,OHIO-KENTUCKY-INDIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	13,452	2,856	21.2	11	.1	4		17	.1	10,564	78.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,298	891	14.1	7	.1			12	.2	5,388	85.6
GS- 1 THRU 4	1,844	422	22.9	1	.1			2	.1	1,419	77.0
GS- 5 THRU 8	2,089	357	17.1	3	.1			2	.1	1,727	82.7
GS- 9 THRU 11	1,111	79	7.1					3	.3	1,029	92.6
GS-12 THRU 13	913	26	2.8	1	.1					886	97.0
GS-14 THRU 15	321	7	2.2	1	.3			5	1.6	308	96.0
GS-16 THRU 18	20			1	5.0					19	95.0
TOTAL WAGE SYSTEMS.....	568	224	39.4							344	60.6
UP THRU $5,499	2	2	100.0								
$ 5,500 THRU $ 6,999	230	146	63.5							84	36.5
$ 7,000 THRU $ 7,999	68	30	44.1							38	55.9
$ 8,000 THRU $ 8,999	105	20	19.0							85	81.0
$ 9,000 THRU $ 9,999	118	19	16.1							99	83.9
$10,000 THRU $13,999	44	7	15.9							37	84.1
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	6,326	1,726	27.3	4	.1	4	.1	3		4,589	72.5
PFS- 1 THRU 5*	4,791	1,464	30.6	2		4	.1	2		3,319	69.3
PFS- 6 THRU 9	1,132	231	20.4	1	.1			1	.1	899	79.4
PFS-10 THRU 12	180	19	10.6							161	89.4
PFS-13 THRU 16	195	11	5.6	1	.5					183	93.8
PFS-17 THRU 19	25	1	4.0							24	96.0
PFS-20 THRU 21	3									3	100.0
TOTAL OTHER PAY SYSTEMS	260	15	5.8					2	.8	243	93.5
UP THRU $6,499	30	12	40.0							18	60.0
$ 6,500 THRU $ 9,999	110	2	1.8					1	.9	107	97.3
$10,000 THRU $13,999	113	1	.9					1	.9	111	98.2
$14,000 THRU $17,999	3									3	100.0
$18,000 THRU $25,999											
$26,000 AND OVER	4									4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 4-13a

STANDARD METROPOLITAN STATISTICAL AREA
CINCINNATI,OHIO-KENTUCKY-INDIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	13,590	2,906	21.4	9	.1	4		17	.1	10,654	78.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,313	924	14.6	6	.1			13	.2	5,370	85.1
GS- 1 THRU 4	2,001	471	23.5	3	.1			2	.1	1,525	76.2
GS- 5 THRU 8	1,983	350	17.7	1	.1					1,632	82.3
GS- 9 THRU 11	1,144	79	6.9					4	.3	1,061	92.7
GS-12 THRU 13	853	23	2.7	1	.1			1	.1	828	97.1
GS-14 THRU 15	312	1	.3	1	.3			6	1.9	304	97.4
GS-16 THRU 18	20									20	100.0
TOTAL WAGE SYSTEMS.....	628	230	36.6					1	.2	397	63.2
UP THRU $5,499	39	22	56.4							17	43.6
$ 5,500 THRU $ 6,999	242	156	64.5							86	35.5
$ 7,000 THRU $ 7,999	91	29	31.9							62	68.1
$ 8,000 THRU $ 8,999	184	21	11.4							163	88.6
$ 9,000 THRU $ 9,999	50	2	4.0							48	96.0
$10,000 THRU $13,999	19							1	5.3	18	94.7
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	6,329	1,741	27.5	3		4	.1	2		4,579	72.3
PFS- 1 THRU 5*	4,862	1,500	30.9	1		4	.1	1		3,356	69.0
PFS- 6 THRU 9	1,086	217	20.0	1	.1			1	.1	867	79.8
PFS-10 THRU 12	163	11	6.7							152	93.3
PFS-13 THRU 16	195	12	6.2	1	.5					182	93.3
PFS-17 THRU 19	20	1	5.0							19	95.0
PFS-20 THRU 21	3									3	100.0
TOTAL OTHER PAY SYSTEMS	320	11	3.4					1	.3	308	96.3
UP THRU $6,499	133	9	6.8					1	.8	123	92.5
$ 6,500 THRU $ 9,999	105	2	1.9							103	98.1
$10,000 THRU $13,999	45									45	100.0
$14,000 THRU $17,999	33									33	100.0
$18,000 THRU $25,999											
$26,000 AND OVER	4									4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-14

STANDARD METROPOLITAN STATISTICAL AREA
CLEVELAND, OHIO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	20,646	6,653	32.2	46	.2	13	.1	39	.2	13,895	67.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,108	1,997	21.9	22	.2	4		31	.3	7,054	77.4
GS- 1 THRU 4	2,158	1,021	47.3	8	.4	2	.1	1		1,126	52.2
GS- 5 THRU 8	2,220	675	30.4	6	.3	1		4	.2	1,534	69.1
GS- 9 THRU 11	1,868	190	10.2	1	.1			4	.2	1,673	89.6
GS-12 THRU 13	2,019	100	5.0	6	.3	1		10	.5	1,902	94.2
GS-14 THRU 15	802	10	1.2	1	.1			12	1.5	779	97.1
GS-16 THRU 18	41	1	2.4							40	97.6
TOTAL WAGE SYSTEMS.....	2,032	513	25.2	9	.4	3	.1	2	.1	1,505	74.1
LP THRU $5,499	262	201	76.7	2	.8	2	.8			57	21.8
$ 5,500 THRU $ 6,999	214	152	71.0	1	.5			1	.5	60	28.0
$ 7,000 THRU $ 7,999	143	43	30.1							100	69.9
$ 8,000 THRU $ 8,999	294	64	21.8	1	.3					229	77.9
$ 9,000 THRU $ 9,999	1,010	53	5.2	5	.5	1	.1	1	.1	950	94.1
$10,000 THRU $13,999	102									102	100.0
$14,000 THRU $17,999	7									7	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	9,348	4,117	44.0	15	.2	6	.1	6	.1	5,204	55.7
PFS- 1 THRU 5*	8,312	3,729	44.9	14	.2	5	.1	6	.1	4,558	54.8
PFS- 6 THRU 9	865	366	42.3	1	.1	1	.1			497	57.5
PFS-10 THRU 12	146	16	11.0							130	89.0
PFS-13 THRU 16	22	6	27.3							16	72.7
PFS-17 THRU 19	3									3	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	158	26	16.5							132	83.5
LP THRU $6,499	57	15	26.3							42	73.7
$ 6,500 THRU $ 9,999	34	10	29.4							24	70.6
$10,000 THRU $13,999	21	1	4.8							20	95.2
$14,000 THRU $17,999	15									15	100.0
$18,000 THRU $25,999	5									5	100.0
$26,000 AND OVER	26									26	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-14a

STANDARD METROPOLITAN STATISTICAL AREA
CLEVELAND, OHIO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	20,870	6,707	32.1	36	.2	9		38	.2	14,080	67.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,107	1,950	21.4	8	.1	2		31	.3	7,116	78.1
GS- 1 THRU 4	2,248	1,049	46.7					2	.1	1,197	53.2
GS- 5 THRU 8	2,177	620	28.5			2	.1	2	.1	1,553	71.3
GS- 9 THRU 11	1,913	180	9.4					4	.2	1,729	90.4
GS-12 THRU 13	1,945	92	4.7	7	.4			11	.6	1,835	94.3
GS-14 THRU 15	785	8	1.0	1	.1			12	1.5	764	97.3
GS-16 THRU 18	39	1	2.6							38	97.4
TOTAL WAGE SYSTEMS.....	2,150	498	23.2	11	.5			1		1,640	76.3
UP THRU $5,499	351	274	78.1	3	.9					74	21.1
$ 5,500 THRU $ 6,999	238	87	36.6	2	.8					149	62.6
$ 7,000 THRU $ 7,999	236	61	25.8	1	.4					174	73.7
$ 8,000 THRU $ 8,999	716	54	7.5	3	.4					659	92.0
$ 9,000 THRU $ 9,999	550	22	4.0	2	.4			1	.2	525	95.5
$10,000 THRU $13,999	55									55	100.0
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	9,459	4,233	44.8	17	.2	7	.1	6	.1	5,196	54.9
PFS- 1 THRU 5*	8,462	3,917	46.3	16	.2	6	.1	6	.1	4,517	53.4
PFS- 6 THRU 9	830	295	35.5	1	.1	1	.1			533	64.2
PFS-10 THRU 12	146	18	12.3							128	87.7
PFS-13 THRU 16	20	3	15.0							17	85.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	154	26	16.9							128	83.1
UP THRU $6,499	59	17	28.8							42	71.2
$ 6,500 THRU $ 9,999	36	8	22.2							28	77.8
$10,000 THRU $13,999	18	1	5.6							17	94.4
$14,000 THRU $17,999	12									12	100.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER	25									25	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-15

STANDARD METROPOLITAN STATISTICAL AREA
COLUMBIA, SOUTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,254	1,175	22.4	8	.2	5	.1	9	.2	4,057	77.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,915	294	10.1	4	.1	2	.1	7	.2	2,608	89.5
GS- 1 THRU 4	993	208	20.9			1	.1	5	.5	779	78.4
GS- 5 THRU 8	998	62	6.2	2	.2					934	93.6
GS- 9 THRU 11	549	19	3.5			1	.2			529	96.4
GS-12 THRU 13	299	4	1.3							295	98.7
GS-14 THRU 15	73	1	1.4	2	2.7			2	2.7	68	93.2
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	1,272	635	49.9	1	.1	2	.2	1	.1	633	49.8
LP THRU $5,499	284	265	93.3							19	6.7
$ 5,500 THRU $ 6,999	351	228	65.0					1	.3	122	34.8
$ 7,000 THRU $ 7,999	262	109	41.6			2	.8			151	57.6
$ 8,000 THRU $ 8,999	253	31	12.3	1	.4					221	87.4
$ 9,000 THRU $ 9,999	71	2	2.8							69	97.2
$10,000 THRU $13,999	51									51	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,046	242	23.1	3	.3	1	.1	1	.1	799	76.4
PFS- 1 THRU 5*	829	217	26.2	2	.2	1	.1	1	.1	608	73.3
PFS- 6 THRU 9	189	25	13.2	1	.5					163	86.2
PFS-10 THRU 12	23									23	100.0
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	21	4	19.0							17	81.0
LP THRU $6,499	9	4	44.4							5	55.6
$ 6,500 THRU $ 9,999	3									3	100.0
$10,000 THRU $13,999	3									3	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-15a

STANDARD METROPOLITAN STATISTICAL AREA
COLUMBIA, SOUTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,325	1,158	21.7	11	.2	6	.1	5	.1	4,145	77.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,965	286	9.6	6	.2	1		4	.1	2,668	90.0
GS- 1 THRU 4	1,046	212	20.3	1	.1			4	.4	829	79.3
GS- 5 THRU 8	988	54	5.5	2	.2					932	94.3
GS- 9 THRU 11	548	15	2.7			1	.2			532	97.1
GS-12 THRU 13	308	4	1.3							304	98.7
GS-14 THRU 15	73	1	1.4	3	4.1					69	94.5
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	1,346	648	48.1	3	.2	4	.3			691	51.3
UP THRU $5,499	475	408	85.9								
$ 5,500 THRU $ 6,999	425	187	44.0	1	.2	2	.5			67	14.1
$ 7,000 THRU $ 7,999	292	48	16.4	1	.3	2	.7			235	55.3
$ 8,000 THRU $ 8,999	102	5	4.9							241	82.5
$ 9,000 THRU $ 9,999	35			1	2.9					97	95.1
$10,000 THRU $13,999	17									34	97.1
$14,000 THRU $17,999										17	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,000	223	22.3	2	.2	1	.1	1	.1	773	77.3
PFS- 1 THRU 5*	823	207	25.2	1	.1	1	.1	1	.1	613	74.5
PFS- 6 THRU 9	150	16	10.7	1	.7					133	88.7
PFS-10 THRU 12	21									21	100.0
PFS-13 THRU 16	6									6	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	14	1	7.1							13	92.9
UP THRU $6,499	5	1	20.0							4	80.0
$ 6,500 THRU $ 9,999	2									2	100.0
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 4-16

STANDARD METROPOLITAN STATISTICAL AREA
COLUMBUS, GEORGIA-ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,202	1,265	24.3	23	.4	2		7	.1	3,905	75.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,641	319	12.1	9	.3	1		7	.3	2,305	87.3
GS- 1 THRU 4	1,248	229	18.3	7	.6			4	.3	1,008	80.8
GS- 5 THRU 8	930	71	7.6	2	.2	1	.1	1	.1	855	91.9
GS- 9 THRU 11	363	19	5.2					1	.3	343	94.5
GS-12 THRU 13	94							1	1.1	93	98.9
GS-14 THRU 15	6									6	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	2,047	885	43.2	11	.5	1				1,150	56.2
UP THRU $5,499	276	250	90.6							26	9.4
$ 5,500 THRU $ 6,999	878	499	56.8	9	1.0	1	.1			369	42.0
$ 7,000 THRU $ 7,999	542	113	20.8	2	.4					427	78.8
$ 8,000 THRU $ 8,999	241	19	7.9							222	92.1
$ 9,000 THRU $ 9,999	39	3	7.7							36	92.3
$10,000 THRU $13,999	69	1	1.4							68	98.6
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	505	61	12.1	3	.6					441	87.3
PFS- 1 THRU 5*	410	59	14.4	3	.7					348	84.9
PFS- 6 THRU 9	83	2	2.4							81	97.6
PFS-10 THRU 12	9									9	100.0
PFS-13 THRU 16	3									3	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	9									9	100.0
UP THRU $6,499	3									3	100.0
$ 6,500 THRU $ 9,999	4									4	100.0
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-16a

STANDARD METROPOLITAN STATISTICAL AREA
COLUMBUS, GEORGIA-ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,067	1,452	23.9	32	.5	1		12	.2	4,570	75.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,140	328	10.4	10	.3	1		10	.3	2,791	88.9
GS- 1 THRU 4	1,654	248	15.0	8	.5			6	.4	1,392	84.2
GS- 5 THRU 8	1,005	70	7.0	1	.1	1	.1	2	.2	931	92.6
GS- 9 THRU 11	379	10	2.6	1	.3			1	.3	367	96.8
GS-12 THRU 13	95							1	1.1	94	98.9
GS-14 THRU 15	7									7	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	2,408	1,060	44.0	21	.9			2	.1	1,325	55.0
UP THRU $5,499	597	474	79.4	3	.5					120	20.1
$ 5,500 THRU $ 6,999	1,038	489	47.1	16	1.5			2	.2	531	51.2
$ 7,000 THRU $ 7,999	619	91	14.7	2	.3					526	85.0
$ 8,000 THRU $ 8,999	61	5	8.2							56	91.8
$ 9,000 THRU $ 9,999	62	1	1.6							61	98.4
$10,000 THRU $13,999	30									30	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	511	64	12.5	1	.2					446	87.3
PFS- 1 THRU 5*	421	60	14.3	1	.2					360	85.5
PFS- 6 THRU 9	79	4	5.1							75	94.9
PFS-10 THRU 12	8									8	100.0
PFS-13 THRU 16	3									3	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	8									8	100.0
UP THRU $6,499	6									6	100.0
$ 6,500 THRU $ 9,999	2									2	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-17

STANDARD METROPOLITAN STATISTICAL AREA
COLUMBUS, OHIO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	11,361	3,269	28.8	17	.1	1		14	.1	8,060	70.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,894	1,338	22.7	9	.2			10	.2	4,537	77.0
GS- 1 THRU 4	1,432	516	36.0	1	.1			1	.1	914	63.8
GS- 5 THRU 8	1,718	531	30.9	2	.1			2	.1	1,183	68.9
GS- 9 THRU 11	1,669	243	14.6	5	.3			5	.3	1,416	84.8
GS-12 THRU 13	962	45	4.7	1	.1			2	.2	914	95.0
GS-14 THRU 15	112	3	2.7							109	97.3
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	1,934	845	43.7	3	.2			1	.1	1,085	56.1
UP THRU $5,499	30	16	53.3							14	46.7
$ 5,500 THRU $ 6,999	736	442	60.1	2	.3			1	.1	291	39.5
$ 7,000 THRU $ 7,999	436	242	55.5							194	44.5
$ 8,000 THRU $ 8,999	419	96	22.9	1	.2					322	76.8
$ 9,000 THRU $ 9,999	181	26	14.4							155	85.6
$10,000 THRU $13,999	130	23	17.7							107	82.3
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	3,499	1,082	30.9	5	.1	1		3	.1	2,408	68.8
PFS- 1 THRU 5*	2,823	892	31.6	5	.2	1		3	.1	1,922	68.1
PFS- 6 THRU 9	602	182	30.2							420	69.8
PFS-10 THRU 12	63	8	12.7							55	87.3
PFS-13 THRU 16	10									10	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	34	4	11.8							30	88.2
UP THRU $6,499	11	3	27.3							8	72.7
$ 6,500 THRU $ 9,999	8	1	12.5							7	87.5
$10,000 THRU $13,999	7									7	100.0
$14,000 THRU $17,999	4									4	100.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-17a

STANDARD METROPOLITAN STATISTICAL AREA
COLUMBUS, OHIO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	11,479	3,302	28.8	18	.2	1		10	.1	8,148	71.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,220	1,423	22.9	10	.2			8	.1	4,779	76.8
GS- 1 THRU 4	1,558	576	37.0	3	.2					979	62.8
GS- 5 THRU 8	1,809	555	30.7	2	.1					1,252	69.2
GS- 9 THRU 11	1,765	244	13.8	4	.2			6	.3	1,511	85.6
GS-12 THRU 13	978	45	4.6	1	.1			2	.2	930	95.1
GS-14 THRU 15	109	3	2.8							106	97.2
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	1,827	817	44.7	3	.2			1	.1	1,006	55.1
UP THRU $5,499	57	36	63.2							21	36.8
$ 5,500 THRU $ 6,999	904	563	62.3	3	.3			1	.1	337	37.3
$ 7,000 THRU $ 7,999	412	158	38.3							254	61.7
$ 8,000 THRU $ 8,999	310	39	12.6							271	87.4
$ 9,000 THRU $ 9,999	63	20	31.7							43	68.3
$10,000 THRU $13,999	81	1	1.2							80	98.8
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	3,402	1,060	31.2	5	.1	1		1		2,335	68.6
PFS- 1 THRU 5*	2,748	894	32.5	5	.2	1		1		1,847	67.2
PFS- 6 THRU 9	583	160	27.4							423	72.6
PFS-10 THRU 12	60	6	10.0							54	90.0
PFS-13 THRU 16	10									10	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	30	2	6.7							28	93.3
UP THRU $6,499	16	2	12.5							14	87.5
$ 6,500 THRU $ 9,999	7									7	100.0
$10,000 THRU $13,999	3									3	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY TABLE 4-18

STANDARD METROPOLITAN STATISTICAL AREA
CORPUS CHRISTI, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,792	233	3.4	2,461	36.2	5	.1	4	.1	4,089	60.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,547	38	1.5	533	20.9	4	.2	3	.1	1,969	77.3
GS- 1 THRU 4	789	21	2.7	261	33.1	1	.1	2	.3	504	63.9
GS- 5 THRU 8	685	7	1.0	155	22.6	1	.1	1	.1	521	76.1
GS- 9 THRU 11	831	8	1.0	105	12.6	1	.1			717	86.3
GS-12 THRU 13	220	2	.9	12	5.5	1	.5			205	93.2
GS-14 THRU 15	22									22	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	3,573	159	4.5	1,644	46.0	1				1,769	49.5
LP THRU $5,499	11	1	9.1	8	72.7					2	18.2
$ 5,500 THRU $ 6,999	573	28	4.9	178	31.1					367	64.0
$ 7,000 THRU $ 7,999	753	43	5.7	508	67.5					202	26.8
$ 8,000 THRU $ 8,999	1,052	36	3.4	433	41.2					583	55.4
$ 9,000 THRU $ 9,999	971	46	4.7	473	48.7					452	46.5
$10,000 THRU $13,999	210	5	2.4	43	20.5	1	.5			161	76.7
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER	1			1	100.0						
TOTAL POSTAL FIELD SERVICE.....	660	35	5.3	283	42.9			1	.2	341	51.7
PFS- 1 THRU 5*	529	32	6.0	253	47.8			1	.2	243	45.9
PFS- 6 THRU 9	107	3	2.8	28	26.2					76	71.0
PFS-10 THRU 12	21			1	4.8					20	95.2
PFS-13 THRU 16	3			1	33.3					2	66.7
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	12	1	8.3	1	8.3					10	83.3
LP THRU $6,499	6	1	16.7							5	83.3
$ 6,500 THRU $ 9,999	6			1	16.7					5	83.3
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-18a

STANDARD METROPOLITAN STATISTICAL AREA
CORPUS CHRISTI, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,880	217	3.2	2,343	34.1	5	.1	2		4,313	62.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,436	25	1.0	445	18.3	4	.2	2	.1	1,960	80.5
GS- 1 THRU 4	795	11	1.4	208	26.2	1	.1	1	.1	574	72.2
GS- 5 THRU 8	660	7	1.1	137	20.8	1	.2	1	.2	514	77.9
GS- 9 THRU 11	748	4	.5	85	11.4	1	.1			658	88.0
GS-12 THRU 13	212	3	1.4	15	7.1	1	.5			193	91.0
GS-14 THRU 15	21									21	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	3,774	159	4.2	1,621	43.0					1,994	52.8
UP THRU $5,499	32	3	9.4	3	9.4						
$ 5,500 THRU $ 6,999	889	56	6.3	511	57.5					26	81.3
$ 7,000 THRU $ 7,999	719	54	7.5	452	62.9					322	36.2
$ 8,000 THRU $ 8,999	1,517	43	2.8	593	39.1					213	29.6
$ 9,000 THRU $ 9,999	424	2	.5	48	11.3					881	58.1
$10,000 THRU $13,999	180	1	.6	14	7.8					374	88.2
$14,000 THRU $17,999	13									165	91.7
$18,000 AND OVER										13	100.0
TOTAL POSTAL FIELD SERVICE.....	660	32	4.8	276	41.8	1	.2			351	53.2
PFS- 1 THRU 5*	537	29	5.4	249	46.4	1	.2			258	48.0
PFS- 6 THRU 9	102	3	2.9	26	25.5					73	71.6
PFS-10 THRU 12	19									19	100.0
PFS-13 THRU 16	2			1	50.0					1	50.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	10	1	10.0	1	10.0					8	80.0
UP THRU $6,499	5	1	20.0								
$ 6,500 THRU $ 9,999	4			1	25.0					4	80.0
$10,000 THRU $13,999	1									3	75.0
$14,000 THRU $17,999										1	100.0
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY TABLE 4-19

STANDARD METROPOLITAN STATISTICAL AREA
DALLAS, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	13,541	2,191	16.2	377	2.8	87	.6	10	.1	10,876	80.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,350	441	6.9	174	2.7	68	1.1	10	.2	5,657	89.1
GS- 1 THRU 4	1,287	226	17.6	40	3.1	29	2.3	2	.2	990	76.9
GS- 5 THRU 8	1,708	123	7.2	49	2.9	16	.9	3	.2	1,517	88.8
GS- 9 THRU 11	1,514	56	3.7	32	2.1	9	.6	3	.2	1,414	93.4
GS-12 THRU 13	1,339	31	2.3	42	3.1	10	.7	2	.1	1,254	93.7
GS-14 THRU 15	485	5	1.0	11	2.3	4	.8			465	95.9
GS-16 THRU 18	17									17	100.0
TOTAL WAGE SYSTEMS.....	632	238	37.7	19	3.0	3	.5			372	58.9
LP THRU $5,499	75	51	68.0	4	5.3	1	1.3			19	25.3
$ 5,500 THRU $ 6,999	202	139	68.8	6	3.0	1	.5			56	27.7
$ 7,000 THRU $ 7,999	71	25	35.2	4	5.6					42	59.2
$ 8,000 THRU $ 8,999	166	19	11.4	5	3.0	1	.6			141	84.9
$ 9,000 THRU $ 9,999	59	1	1.7							58	98.3
$10,000 THRU $13,999	58	3	5.2							55	94.8
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	6,432	1,498	23.3	184	2.9	16	.2			4,734	73.6
PFS- 1 THRU 5*	5,075	1,384	27.3	157	3.1	14	.3			3,520	69.4
PFS- 6 THRU 9	978	110	11.2	19	1.9	1	.1			848	86.7
PFS-10 THRU 12	195	2	1.0	5	2.6					188	96.4
PFS-13 THRU 16	154	2	1.3	3	1.9	1	.6			148	96.1
PFS-17 THRU 19	28									28	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	127	14	11.0							113	89.0
LP THRU $6,499	31	12	38.7							19	61.3
$ 6,500 THRU $ 9,999	52	2	3.8							50	96.2
$10,000 THRU $13,999	35									35	100.0
$14,000 THRU $17,999	6									6	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-19a

STANDARD METROPOLITAN STATISTICAL AREA
DALLAS, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	12,917	2,069	16.0	324	2.5	78	.6	8	.1	10,438	80.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,933	407	6.9	135	2.3	55	.9	8	.1	5,328	89.8
GS- 1 THRU 4	1,248	225	18.0	36	2.9	20	1.6	2	.2	965	77.3
GS- 5 THRU 8	1,645	121	7.4	37	2.2	13	.8	2	.1	1,472	89.5
GS- 9 THRU 11	1,433	41	2.9	30	2.1	10	.7	1	.1	1,351	94.3
GS-12 THRU 13	1,148	17	1.5	27	2.4	8	.7	3	.3	1,093	95.2
GS-14 THRU 15	443	3	.7	5	1.1	3	.7			432	97.5
GS-16 THRU 18	16					1	6.3			15	93.8
TOTAL WAGE SYSTEMS.....	599	226	37.7	20	3.3	5	.8			348	58.1
UP THRU $5,499	219	157	71.7	10	4.6	2	.9			50	22.8
$ 5,500 THRU $ 6,999	87	40	46.0	1	1.1					46	52.9
$ 7,000 THRU $ 7,999	160	26	16.3	5	3.1	2	1.3			127	79.4
$ 8,000 THRU $ 8,999	83	1	1.2	4	4.8	1	1.2			77	92.8
$ 9,000 THRU $ 9,999	26	2	7.7							24	92.3
$10,000 THRU $13,999	24									24	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	6,268	1,424	22.7	169	2.7	18	.3			4,657	74.3
PFS- 1 THRU 5*	5,062	1,358	26.8	146	2.9	15	.3			3,543	70.0
PFS- 6 THRU 9	847	62	7.3	16	1.9	2	.2			767	90.6
PFS-10 THRU 12	186	3	1.6	4	2.2					179	96.2
PFS-13 THRU 16	146	1	.7	3	2.1	1	.7			141	96.6
PFS-17 THRU 19	25									25	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	117	12	10.3							105	89.7
UP THRU $6,499	45	12	26.7							33	73.3
$ 6,500 THRU $ 9,999	36									36	100.0
$10,000 THRU $13,999	16									16	100.0
$14,000 THRU $17,999	17									17	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 4-20

STANDARD METROPOLITAN STATISTICAL AREA
DAYTON, OHIO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	25,490	5,106	20.0	39	.2	7		47	.2	20,291	79.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	18,237	2,972	16.3	33	.2	7		45	.2	15,180	83.2
GS- 1 THRU 4	2,895	983	34.0	3	.1	1		2	.1	1,906	65.8
GS- 5 THRU 8	4,335	1,106	25.5	5	.1	3	.1	9	.2	3,212	74.1
GS- 9 THRU 11	3,679	521	14.2	12	.3	1		3	.1	3,142	85.4
GS-12 THRU 13	5,820	341	5.9	8	.1	1		13	.2	5,457	93.8
GS-14 THRU 15	1,458	21	1.4	5	.3	1	.1	18	1.2	1,413	96.9
GS-16 THRU 18	50									50	100.0
TOTAL WAGE SYSTEMS.....	4,669	1,416	30.3	6	.1			1		3,246	69.5
LP THRU $5,499	1	1	100.0								
$ 5,500 THRU $ 6,999	538	370	68.8							168	31.2
$ 7,000 THRU $ 7,999	392	210	53.6	3	.8					179	45.7
$ 8,000 THRU $ 8,999	988	453	45.9	1	.1					534	54.0
$ 9,000 THRU $ 9,999	1,472	286	19.4	2	.1			1	.1	1,183	80.4
$10,000 THRU $13,999	1,200	96	8.0							1,104	92.0
$14,000 THRU $17,999	76									76	100.0
$18,000 AND OVER	2									2	100.0
TOTAL POSTAL FIELD SERVICE.....	2,495	705	28.3							1,790	71.7
PFS- 1 THRU 5*	2,019	600	29.7							1,419	70.3
PFS- 6 THRU 9	395	96	24.3							299	75.7
PFS-10 THRU 12	71	8	11.3							63	88.7
PFS-13 THRU 16	10	1	10.0							9	90.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	89	13	14.6					1	1.1	75	84.3
LP THRU $6,499	33	10	30.3							23	69.7
$ 6,500 THRU $ 9,999	13	3	23.1							10	76.9
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER	36							1	2.8	35	97.2

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 4-20a

STANDARD METROPOLITAN STATISTICAL AREA
DAYTON, OHIO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	26,593	5,311	20.0	41	.2	7		48	.2	21,186	79.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	18,902	3,066	16.2	33	.2	7		46	.2	15,750	83.3
GS- 1 THRU 4	3,367	1,133	33.7	2	.1	1		3	.1	2,228	66.2
GS- 5 THRU 8	4,284	1,031	24.1	9	.2	3	.1	7	.2	3,234	75.5
GS- 9 THRU 11	3,936	555	14.1	10	.3	1		6	.2	3,364	85.5
GS-12 THRU 13	5,818	330	5.7	7	.1	1		16	.3	5,464	93.9
GS-14 THRU 15	1,448	17	1.2	5	.3	1	.1	14	1.0	1,411	97.4
GS-16 THRU 18	49									49	100.0
TOTAL WAGE SYSTEMS.....	5,092	1,513	29.7	7	.1			1		3,571	70.1
UP THRU $5,499	3									3	100.0
$ 5,500 THRU $ 6,999	921	556	60.4	1	.1					364	39.5
$ 7,000 THRU $ 7,999	1,212	563	46.5	3	.2			1	.1	645	53.2
$ 8,000 THRU $ 8,999	688	206	29.9	2	.3					480	69.8
$ 9,000 THRU $ 9,999	1,519	143	9.4	1	.1					1,375	90.5
$10,000 THRU $13,999	727	45	6.2							682	93.8
$14,000 THRU $17,999	22									22	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,508	720	28.7	1						1,787	71.3
PFS- 1 THRU 5*	2,090	640	30.6	1						1,449	69.3
PFS- 6 THRU 9	347	74	21.3							273	78.7
PFS-10 THRU 12	63	6	9.5							57	90.5
PFS-13 THRU 16	8									8	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	91	12	13.2					1	1.1	78	85.7
UP THRU $6,499	37	9	24.3							28	75.7
$ 6,500 THRU $ 9,999	11	3	27.3							8	72.7
$10,000 THRU $13,999	5									5	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER	35							1	2.9	34	97.1

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY TABLE 4-21

STANDARD METROPOLITAN STATISTICAL AREA
DENVER, COLORADO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	24,488	2,139	8.7	1,742	7.1	100	.4	211	.9	20,296	82.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	16,319	1,074	6.6	602	3.7	83	.5	134	.8	14,426	88.4
GS- 1 THRU 4	3,441	490	14.2	248	7.2	25	.7	29	.8	2,649	77.0
GS- 5 THRU 8	4,857	396	8.2	214	4.4	33	.7	39	.8	4,175	86.0
GS- 9 THRU 11	3,349	129	3.6	76	2.1	9	.3	31	.9	3,304	93.1
GS-12 THRU 13	3,461	53	1.5	52	1.5	14	.4	26	.8	3,316	95.8
GS-14 THRU 15	961	6	.6	11	1.1	2	.2	9	.9	933	97.1
GS-16 THRU 18	50			1	2.0					49	98.0
TOTAL WAGE SYSTEMS.....	3,082	507	16.5	587	19.0	10	.3	22	.7	1,956	63.5
LP THRU $5,499	1									1	100.0
$ 5,500 THRU $ 6,999	564	185	32.8	146	25.9	2	.4	6	1.1	225	39.9
$ 7,000 THRU $ 7,999	712	167	23.5	173	24.3	6	.8	5	.7	361	50.7
$ 8,000 THRU $ 8,999	994	106	10.7	200	20.1	1	.1	7	.7	680	68.4
$ 9,000 THRU $ 9,999	520	41	7.9	42	8.1	1	.2	3	.6	433	83.3
$10,000 THRU $13,999	283	8	2.8	26	9.2			1	.4	248	87.6
$14,000 THRU $17,999	8									8	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	4,963	552	11.1	550	11.1	7	.1	53	1.1	3,801	76.6
PFS- 1 THRU 5*	3,984	485	12.2	487	12.2	6	.2	44	1.1	2,962	74.3
PFS- 6 THRU 9	688	63	9.2	58	8.4	1	.1	7	1.0	559	81.3
PFS-10 THRU 12	137	2	1.5	1	.7			1	.7	133	97.1
PFS-13 THRU 16	128	2	1.6	3	2.3			1	.8	122	95.3
PFS-17 THRU 19	24			1	4.2					23	95.8
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	124	6	4.8	3	2.4			2	1.6	113	91.1
LP THRU $6,499	27	3	11.1	1	3.7					23	85.2
$ 6,500 THRU $ 9,999	37	2	5.4	1	2.7					34	91.9
$10,000 THRU $13,999	38							2	5.3	36	94.7
$14,000 THRU $17,999	9			1	11.1					8	88.9
$18,000 THRU $25,999	4	1	25.0							3	75.0
$26,000 AND OVER	9									9	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-21a

STANDARD METROPOLITAN STATISTICAL AREA
DENVER, COLORADO

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	23,637	2,074	8.8	1,661	7.0	91	.4	200	.8	19,611	83.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	15,639	993	6.3	505	3.2	69	.4	127	.8	13,945	89.2
GS- 1 THRU 4	3,387	464	13.7	217	6.4	32	.9	27	.8	2,647	78.2
GS- 5 THRU 8	4,577	363	7.9	176	3.8	21	.5	35	.8	3,982	87.0
GS- 9 THRU 11	3,585	127	3.5	74	2.1	10	.3	35	1.0	3,339	93.1
GS-12 THRU 13	3,195	35	1.1	34	1.1	4	.1	24	.8	3,098	97.0
GS-14 THRU 15	848	4	.5	4	.5	2	.2	6	.7	832	98.1
GS-16 THRU 18	47									47	100.0
TOTAL WAGE SYSTEMS.....	3,100	536	17.3	651	21.0	13	.4	19	.6	1,881	60.7
UP THRU $5,499	76	19	25.0	16	21.1	1	1.3			40	52.6
$ 5,500 THRU $ 6,999	979	288	29.4	278	28.4	4	.4	7	.7	402	41.1
$ 7,000 THRU $ 7,999	750	146	19.5	204	27.2	3	.4	6	.8	391	52.1
$ 8,000 THRU $ 8,999	843	63	7.5	117	13.9	5	.6	4	.5	654	77.6
$ 9,000 THRU $ 9,999	222	15	6.8	22	9.9			1	.5	184	82.9
$10,000 THRU $13,999	228	5	2.2	14	6.1			1	.4	208	91.2
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	4,778	541	11.3	502	10.5	9	.2	52	1.1	3,674	76.9
PFS- 1 THRU 5*	3,874	481	12.4	452	11.7	8	.2	46	1.2	2,887	74.5
PFS- 6 THRU 9	625	55	8.8	44	7.0	1	.2	4	.6	521	83.4
PFS-10 THRU 12	137	3	2.2	2	1.5			1	.7	131	95.6
PFS-13 THRU 16	115	2	1.7	3	2.6			1	.9	109	94.8
PFS-17 THRU 19	25			1	4.0					24	96.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	120	4	3.3	3	2.5			2	1.7	111	92.5
UP THRU $6,499	32	2	6.3	1	3.1					29	90.6
$ 6,500 THRU $ 9,999	38	1	2.6					1	2.6	36	94.7
$10,000 THRU $13,999	23			2	8.7					21	91.3
$14,000 THRU $17,999	16							1	6.3	15	93.8
$18,000 THRU $25,999	4	1	25.0							3	75.0
$26,000 AND OVER	7									7	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-22

STANDARD METROPOLITAN STATISTICAL AREA
DETROIT, MICHIGAN

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	28,902	9,943	34.4	109	.4	32	.1	62	.2	18,756	64.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12,635	3,364	26.6	40	.3	12	.1	43	.3	9,176	72.6
GS- 1 THRU 4	2,926	1,460	49.9	8	.3	3	.1	2	.1	1,453	49.7
GS- 5 THRU 8	3,210	1,162	36.2	16	.5	3	.1	8	.2	2,021	63.0
GS- 9 THRU 11	3,537	557	15.7	10	.3	3	.1	16	.5	2,951	83.4
GS-12 THRU 13	2,457	163	6.6	5	.2	3	.1	6	.2	2,280	92.8
GS-14 THRU 15	491	22	4.5	1	.2			11	2.2	457	93.1
GS-16 THRU 18	14									14	100.0
TOTAL WAGE SYSTEMS.....	1,693	611	36.1	7	.4	2	.1	2	.1	1,071	63.3
UP THRU $5,499	10	6	60.0	1	10.0					3	30.0
$ 5,500 THRU $ 6,999	70	48	68.6							22	31.4
$ 7,000 THRU $ 7,999	262	184	70.2							78	29.8
$ 8,000 THRU $ 8,999	246	123	50.0	2	.8					121	49.2
$ 9,000 THRU $ 9,999	380	114	30.0	1	.3					265	69.7
$10,000 THRU $13,999	664	134	20.2	3	.5	2	.3	2	.3	523	78.8
$14,000 THRU $17,999	58	2	3.4							56	96.6
$18,000 AND OVER	3									3	100.0
TOTAL POSTAL FIELD SERVICE.....	14,346	5,924	41.3	62	.4	17	.1	17	.1	8,326	58.0
PFS- 1 THRU 5*	12,221	5,077	41.5	49	.4	14	.1	16	.1	7,065	57.8
PFS- 6 THRU 9	1,802	804	44.6	13	.7	2	.1	1	.1	982	54.5
PFS-10 THRU 12	268	36	13.4			1	.4			231	86.2
PFS-13 THRU 16	52	6	11.5							46	88.5
PFS-17 THRU 19	3	1	33.3							2	66.7
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	228	44	19.3			1	.4			183	80.3
UP THRU $6,499	90	29	32.2			1	1.1			60	66.7
$ 6,500 THRU $ 9,999	91	12	13.2							79	86.8
$10,000 THRU $13,999	31	2	6.5							29	93.5
$14,000 THRU $17,999	7									7	100.0
$18,000 THRU $25,999	7	1	14.3							6	85.7
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-22a

STANDARD METROPOLITAN STATISTICAL AREA
DETROIT, MICHIGAN

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	29,543	10,026	33.9	104	.4	40	.1	64	.2	19,309	65.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,368	3,532	26.4	31	.2	20	.1	42	.3	9,743	72.9
GS- 1 THRU 4	3,467	1,626	46.9	6	.2	5	.1	2	.1	1,828	52.7
GS- 5 THRU 8	3,263	1,213	37.2	5	.2	5	.2	11	.3	2,029	62.2
GS- 9 THRU 11	3,550	536	15.1	11	.3	5	.1	14	.4	2,984	84.1
GS-12 THRU 13	2,556	139	5.4	8	.3	5	.2	8	.3	2,396	93.7
GS-14 THRU 15	523	18	3.4	1	.2			7	1.3	497	95.0
GS-16 THRU 18	9									9	100.0
TOTAL WAGE SYSTEMS.....	1,914	691	36.1	10	.5	1	.1	3	.2	1,209	63.2
UP THRU $5,499	2									2	100.0
$ 5,500 THRU $ 6,999	270	157	58.1	2	.7					111	41.1
$ 7,000 THRU $ 7,999	390	266	68.2	1	.3					123	31.5
$ 8,000 THRU $ 8,999	326	116	35.6	3	.9			1	.3	206	63.2
$ 9,000 THRU $ 9,999	560	104	18.6	2	.4			1	.2	453	80.9
$10,000 THRU $13,999	350	47	13.4	2	.6	1	.3	1	.3	299	85.4
$14,000 THRU $17,999	16	1	6.3							15	93.8
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	14,029	5,763	41.1	63	.4	18	.1	18	.1	8,167	58.2
PFS- 1 THRU 5*	11,984	4,969	41.5	50	.4	16	.1	17	.1	6,932	57.8
PFS- 6 THRU 9	1,732	759	43.8	13	.8	1	.1	1	.1	958	55.3
PFS-10 THRU 12	260	28	10.8			1	.4			231	88.8
PFS-13 THRU 16	50	6	12.0							44	88.0
PFS-17 THRU 19	3	1	33.3							2	66.7
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	232	40	17.2			1	.4	1	.4	190	81.9
UP THRU $6,499	125	32	25.6			1	.8			92	73.6
$ 6,500 THRU $ 9,999	69	7	10.1							62	89.9
$10,000 THRU $13,999	16									16	100.0
$14,000 THRU $17,999	15							1	6.7	14	93.3
$18,000 THRU $25,999	5	1	20.0							4	80.0
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY

TABLE 4-23

STANDARD METROPOLITAN STATISTICAL AREA
EL PASO, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,047	146	2.4	2,665	44.1	9	.1	36	.6	3,191	52.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,391	67	2.0	957	28.2	5	.1	15	.4	2,347	69.2
GS- 1 THRU 4	1,062	32	3.0	417	39.3	2	.2	4	.4	607	57.2
GS- 5 THRU 8	1,081	25	2.3	346	32.0	2	.2	9	.8	699	64.7
GS- 9 THRU 11	928	7	.8	160	17.2	1	.1			760	81.9
GS-12 THRU 13	279	3	1.1	32	11.5			2	.7	242	86.7
GS-14 THRU 15	39			2	5.1					37	94.9
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	1,749	61	3.5	1,149	65.7	3	.2	13	.7	523	29.9
UP THRU $5,499	104	13	12.5	82	78.8			3	2.9	6	5.8
$ 5,500 THRU $ 6,999	360	12	3.3	291	80.8			1	.3	56	15.6
$ 7,000 THRU $ 7,999	315	19	6.0	233	74.0			1	.3	62	19.7
$ 8,000 THRU $ 8,999	374	8	2.1	294	78.6			2	.5	70	18.7
$ 9,000 THRU $ 9,999	397	5	1.3	196	49.4	2	.5	5	1.3	189	47.6
$10,000 THRU $13,999	190	4	2.1	53	27.9	1	.5	1	.5	131	68.9
$14,000 THRU $17,999	8									8	100.0
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	881	18	2.0	546	62.0	1	.1	8	.9	308	35.0
PFS- 1 THRU 5*	721	15	2.1	468	64.9			6	.8	232	32.2
PFS- 6 THRU 9	136	3	2.2	72	52.9	1	.7	2	1.5	58	42.6
PFS-10 THRU 12	19			6	31.6					13	68.4
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	26			13	50.0					13	50.0
UP THRU $6,499	8			6	75.0					2	25.0
$ 6,500 THRU $ 9,999	11			7	63.6					4	36.4
$10,000 THRU $13,999	5									5	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999											
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-23a

STANDARD METROPOLITAN STATISTICAL AREA
EL PASO, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,614	239	3.1	3,311	43.5	12	.2	45	.6	4,007	52.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,286	124	2.9	1,203	28.1	5	.1	22	.5	2,932	68.4
GS- 1 THRU 4	1,690	66	3.9	626	37.0	2	.1	12	.7	984	58.2
GS- 5 THRU 8	1,378	39	2.8	408	29.6	2	.1	8	.6	921	66.8
GS- 9 THRU 11	916	15	1.6	142	15.5	1	.1	1	.1	757	82.6
GS-12 THRU 13	268	4	1.5	25	9.3			1	.4	238	88.8
GS-14 THRU 15	34			2	5.9					32	94.1
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	2,406	94	3.9	1,549	64.4	6	.2	15	.6	742	30.8
UP THRU $5,499	303	24	7.9	256	84.5			1	.3	22	7.3
$ 5,500 THRU $ 6,999	612	32	5.2	450	73.5	1	.2	1	.2	128	20.9
$ 7,000 THRU $ 7,999	541	27	5.0	369	68.2	1	.2	5	.9	139	25.7
$ 8,000 THRU $ 8,999	479	6	1.3	323	67.4	2	.4	5	1.0	143	29.9
$ 9,000 THRU $ 9,999	323	4	1.2	118	36.5	2	.6	2	.6	197	61.0
$10,000 THRU $13,999	142	1	.7	33	23.2			1	.7	107	75.4
$14,000 THRU $17,999	6									6	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	900	21	2.3	550	61.1	1	.1	8	.9	320	35.6
PFS- 1 THRU 5*	749	18	2.4	474	63.3			6	.8	251	33.5
PFS- 6 THRU 9	130	3	2.3	71	54.6	1	.8	2	1.5	53	40.8
PFS-10 THRU 12	16			5	31.3					11	68.8
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	22			9	40.9					13	59.1
UP THRU $6,499	10			6	60.0					4	40.0
$ 6,500 THRU $ 9,999	7			2	28.6					5	71.4
$10,000 THRU $13,999	3			1	33.3					2	66.7
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999											
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-24

STANDARD METROPOLITAN STATISTICAL AREA
FORT WORTH, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,910	642	7.2	262	2.9	39	.4	19	.2	7,948	89.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,572	198	3.6	124	2.2	27	.5	5	.1	5,218	93.6
GS- 1 THRU 4	930	84	9.0	34	3.7	5	.5			807	86.8
GS- 5 THRU 8	1,498	60	4.0	51	3.4	5	.3	3	.2	1,379	92.1
GS- 9 THRU 11	1,311	34	2.6	22	1.7	7	.5	2	.2	1,246	95.0
GS-12 THRU 13	1,428	16	1.1	13	.9	8	.6			1,391	97.4
GS-14 THRU 15	390	4	1.0	4	1.0	2	.5			380	97.4
GS-16 THRU 18	15									15	100.0
TOTAL WAGE SYSTEMS.....	743	138	18.6	27	3.6	3	.4			575	77.4
LP THRU $5,499	36	23	63.9	1	2.8					12	33.3
$ 5,500 THRU $ 6,999	160	56	36.3	9	5.6	1	.6			92	57.5
$ 7,000 THRU $ 7,999	152	44	28.9	8	5.3					100	65.8
$ 8,000 THRU $ 8,999	234	9	3.8	7	3.0	1	.4			217	92.7
$ 9,000 THRU $ 9,999	97	4	4.1	1	1.0	1	1.0			91	93.8
$10,000 THRU $13,999	64			1	1.6					63	98.4
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,536	301	11.9	111	4.4	9	.4	14	.6	2,101	82.8
PFS- 1 THRU 5*	1,939	270	13.9	88	4.5	5	.3	12	.6	1,564	80.7
PFS- 6 THRU 9	432	28	6.5	16	3.7	3	.7	1	.2	384	88.9
PFS-10 THRU 12	83	2	2.4	7	8.4	1	1.2	1	1.2	72	86.7
PFS-13 THRU 16	76	1	1.3							75	98.7
PFS-17 THRU 19	6									6	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	59	5	8.5							54	91.5
LP THRU $6,499	10	2	20.0							8	80.0
$ 6,500 THRU $ 9,999	21									21	100.0
$10,000 THRU $13,999	17	2	11.8							15	88.2
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	7	1	14.3							6	85.7
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-24a

STANDARD METROPOLITAN STATISTICAL AREA
FORT WORTH, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,821	589	6.7	246	2.8	35	.4	20	.2	7,931	89.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,589	171	3.1	115	2.1	23	.4	4	.1	5,276	94.4
GS- 1 THRU 4	944	72	7.6	34	3.6	4	.4			834	88.3
GS- 5 THRU 8	1,456	45	3.1	31	2.1	4	.3	3	.2	1,373	94.3
GS- 9 THRU 11	1,409	34	2.4	25	1.8	6	.4	1	.1	1,343	95.3
GS-12 THRU 13	1,402	15	1.1	21	1.5	7	.5			1,359	96.9
GS-14 THRU 15	365	5	1.4	4	1.1	2	.5			354	97.0
GS-16 THRU 18	13									13	100.0
TOTAL WAGE SYSTEMS.....	783	146	18.6	33	4.2	3	.4			601	76.8
UP THRU $5,499	162	75	46.3	12	7.4					75	46.3
$ 5,500 THRU $ 6,999	164	54	32.9	12	7.3	1	.6			97	59.1
$ 7,000 THRU $ 7,999	276	14	5.1	8	2.9	2	.7			252	91.3
$ 8,000 THRU $ 8,999	128	2	1.6	1	.8					125	97.7
$ 9,000 THRU $ 9,999	30									30	100.0
$10,000 THRU $13,999	22									22	100.0
$14,000 THRU $17,999	1	1	100.0								
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,386	267	11.2	98	4.1	9	.4	16	.7	1,996	83.7
PFS- 1 THRU 5*	1,822	241	13.2	81	4.4	5	.3	14	.8	1,481	81.3
PFS- 6 THRU 9	409	26	6.4	13	3.2	3	.7	1	.2	366	89.5
PFS-10 THRU 12	76			4	5.3	1	1.3	1	1.3	70	92.1
PFS-13 THRU 16	73									73	100.0
PFS-17 THRU 19	6									6	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	63	5	7.9							58	92.1
UP THRU $6,499	19	1	5.3							18	94.7
$ 6,500 THRU $ 9,999	23	3	13.0							20	87.0
$10,000 THRU $13,999	6									6	100.0
$14,000 THRU $17,999	8	1	12.5							7	87.5
$18,000 THRU $25,999	5									5	100.0
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY TABLE 4-25

STANDARD METROPOLITAN STATISTICAL AREA
FRESNO, CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,703	125	4.6	288	10.7	16	.6	64	2.4	2,210	81.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,212	52	4.3	72	5.9	4	.3	29	2.4	1,055	87.0
GS- 1 THRU 4	193	26	13.5	33	17.1	1	.5	5	2.6	128	66.3
GS- 5 THRU 8	433	19	4.4	27	6.2	1	.2	8	1.8	378	87.3
GS- 9 THRU 11	397	5	1.3	7	1.8	2	.5	10	2.5	373	94.0
GS-12 THRU 13	153	2	1.3	4	2.6			2	1.3	145	94.8
GS-14 THRU 15	35			1	2.9			4	11.4	30	85.7
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	360	17	4.7	62	17.2	6	1.7	6	1.7	269	74.7
LP THRU $5,499	8			3	37.5	1	12.5			4	50.0
$ 5,500 THRU $ 6,999	73	12	16.4	22	30.1	1	1.4	3	4.1	35	47.9
$ 7,000 THRU $ 7,999	15	1	6.7	3	20.0			1	6.7	10	66.7
$ 8,000 THRU $ 8,999	63	1	1.6	14	22.2	4	6.3			44	69.8
$ 9,000 THRU $ 9,999	140	3	2.1	16	11.4			2	1.4	119	85.0
$10,000 THRU $13,999	60			4	6.7					56	93.3
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,107	55	5.0	153	13.8	6	.5	28	2.5	865	78.1
PFS- 1 THRU 5*	962	54	5.6	144	15.0	6	.6	24	2.5	734	76.3
PFS- 6 THRU 9	110	1	.9	9	8.2			4	3.6	96	87.3
PFS-10 THRU 12	30									30	100.0
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	24	1	4.2	1	4.2			1	4.2	21	87.5
LP THRU $6,499	9	1	11.1							8	88.9
$ 6,500 THRU $ 9,999	12			1	8.3			1	8.3	10	83.3
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-25a

STANDARD METROPOLITAN STATISTICAL AREA
FRESNO, CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,946	121	4.1	285	9.7	25	.8	64	2.2	2,451	83.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,318	54	4.1	68	5.2	6	.5	28	2.1	1,162	88.2
GS- 1 THRU 4	217	30	13.8	29	13.4	1	.5	5	2.3	152	70.0
GS- 5 THRU 8	480	15	3.1	30	6.3	2	.4	9	1.9	424	88.3
GS- 9 THRU 11	432	7	1.6	5	1.2	3	.7	9	2.1	408	94.4
GS-12 THRU 13	155	2	1.3	3	1.9			2	1.3	148	95.5
GS-14 THRU 15	33			1	3.0			3	9.1	29	87.9
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	518	21	4.1	61	11.8	13	2.5	6	1.2	417	80.5
UP THRU $5,499	17	2	11.8	8	47.1					7	41.2
$ 5,500 THRU $ 6,999	114	16	14.0	19	16.7	1	.9	3	2.6	75	65.8
$ 7,000 THRU $ 7,999	94	2	2.1	8	8.5	5	5.3	1	1.1	78	83.0
$ 8,000 THRU $ 8,999	129	1	.8	13	10.1	5	3.9			110	85.3
$ 9,000 THRU $ 9,999	123			11	8.9	1	.8	2	1.6	109	88.6
$10,000 THRU $13,999	41			2	4.9	1	2.4			38	92.7
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,088	45	4.1	154	14.2	6	.6	29	2.7	854	78.5
PFS- 1 THRU 5*	952	44	4.6	149	15.7	6	.6	26	2.7	727	76.4
PFS- 6 THRU 9	105	1	1.0	5	4.8			3	2.9	96	91.4
PFS-10 THRU 12	26									26	100.0
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	22	1	4.5	2	9.1			1	4.5	18	81.8
UP THRU $6,499	11	1	9.1	1	9.1			1	9.1	8	72.7
$ 6,500 THRU $ 9,999	10			1	10.0					9	90.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
GREENSBORO-WINSTON-SALEM-HIGH POINT, NORTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	3,196	574	18.0	5	.2	1				2,616	81.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,156	57	4.9	2	.2					1,097	94.9
GS- 1 THRU 4	272	35	12.9	1	.4					236	86.8
GS- 5 THRU 8	325	10	3.1	1	.3					314	96.6
GS- 9 THRU 11	304	9	3.0							295	97.0
GS-12 THRU 13	205	3	1.5							202	98.5
GS-14 THRU 15	49									49	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	30	10	33.3							20	66.7
UP THRU $5,499	4	4	100.0								
$ 5,500 THRU $ 6,999	4	2	50.0							2	50.0
$ 7,000 THRU $ 7,999	15	2	13.3							13	86.7
$ 8,000 THRU $ 8,999	5	1	20.0							4	80.0
$ 9,000 THRU $ 9,999	1	1	100.0								
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,996	506	25.4	3	.2	1	.1			1,486	74.4
PFS- 1 THRU 5*	1,547	443	28.6	3	.2					1,101	71.2
PFS- 6 THRU 9	404	63	15.6			1	.2			340	84.2
PFS-10 THRU 12	37									37	100.0
PFS-13 THRU 16	8									8	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	14	1	7.1							13	92.9
UP THRU $6,499	7	1	14.3							6	85.7
$ 6,500 THRU $ 9,999	4									4	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999											
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 4-26a

STANDARD METROPOLITAN STATISTICAL AREA
GREENSBORO-WINSTON-SALEM-HIGH POINT, NORTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	3,168	551	17.4	4	.1	1		1		2,611	82.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,125	46	4.1	2	.2	1	.1	1	.1	1,075	95.6
GS- 1 THRU 4	291	26	8.9	1	.3			1	.3	263	90.4
GS- 5 THRU 8	286	8	2.8	1	.3	1	.3			276	96.5
GS- 9 THRU 11	309	10	3.2							299	96.8
GS-12 THRU 13	192	2	1.0							190	99.0
GS-14 THRU 15	46									46	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	51	17	33.3							34	66.7
UP THRU $5,499	20	12	60.0							8	40.0
$ 5,500 THRU $ 6,999	15	1	6.7							14	93.3
$ 7,000 THRU $ 7,999	15	4	26.7							11	73.3
$ 8,000 THRU $ 8,999	1									1	100.0
$ 9,000 THRU $ 9,999											
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,974	488	24.7	2	.1					1,484	75.2
PFS- 1 THRU 5*	1,606	451	28.1	2	.1					1,153	71.8
PFS- 6 THRU 9	325	36	11.1							289	88.9
PFS-10 THRU 12	33	1	3.0							32	97.0
PFS-13 THRU 16	10									10	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	18									18	100.0
UP THRU $6,499	12									12	100.0
$ 6,500 THRU $ 9,999	3									3	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999											
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 4-27

STANDARD METROPOLITAN STATISTICAL AREA
HARRISBURG, PENNSYLVANIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,603	735	9.7	9	.1	1		16	.2	6,842	90.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,432	283	6.4	4	.1	1		15	.3	4,129	93.2
GS- 1 THRU 4	1,108	164	14.8	2	.2					942	85.0
GS- 5 THRU 8	938	69	7.4	1	.1			3	.3	865	92.2
GS- 9 THRU 11	1,578	38	2.4	1	.1			6	.4	1,533	97.1
GS-12 THRU 13	720	12	1.7			1	.1	6	.8	701	97.4
GS-14 THRU 15	88									88	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	1,291	228	17.7	3	.2					1,060	82.1
LP THRU $5,499	23	8	34.8							15	65.2
$ 5,500 THRU $ 6,999	641	172	26.8							469	73.2
$ 7,000 THRU $ 7,999	327	29	8.9							298	91.1
$ 8,000 THRU $ 8,999	185	10	5.4	1	.5					174	94.1
$ 9,000 THRU $ 9,999	64	7	10.9	1	1.6					56	87.5
$10,000 THRU $13,999	50	2	4.0	1	2.0					47	94.0
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,866	224	12.0	2	.1			1	.1	1,639	87.8
PFS- 1 THRU 5*	1,567	209	13.3	1	.1			1	.1	1,356	86.5
PFS- 6 THRU 9	254	13	5.1	1	.4					240	94.5
PFS-10 THRU 12	39	1	2.6							38	97.4
PFS-13 THRU 16	6	1	16.7							5	83.3
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	14									14	100.0
LP THRU $6,499	6									6	100.0
$ 6,500 THRU $ 9,999	6									6	100.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-27a

STANDARD METROPOLITAN STATISTICAL AREA
HARRISBURG, PENNSYLVANIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,574	812	9.5	12	.1			15	.2	7,735	90.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,057	307	6.1	7	.1			14	.3	4,729	93.5
GS- 1 THRU 4	1,347	177	13.1	3	.2					1,167	86.6
GS- 5 THRU 8	1,173	83	7.1	2	.2			2	.2	1,086	92.6
GS- 9 THRU 11	1,723	34	2.0	2	.1			8	.5	1,679	97.4
GS-12 THRU 13	724	13	1.8					4	.6	707	97.7
GS-14 THRU 15	90									90	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	1,547	257	16.6	3	.2					1,287	83.2
UP THRU $5,499	51	25	49.0							26	51.0
$ 5,500 THRU $ 6,999	902	200	22.2							702	77.8
$ 7,000 THRU $ 7,999	428	19	4.4	1	.2					408	95.3
$ 8,000 THRU $ 8,999	70	9	12.9							61	87.1
$ 9,000 THRU $ 9,999	54	4	7.4							50	92.6
$10,000 THRU $13,999	41			2	4.9					39	95.1
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,955	248	12.7	2	.1			1	.1	1,704	87.2
PFS- 1 THRU 5*	1,651	234	14.2	1	.1			1	.1	1,415	85.7
PFS- 6 THRU 9	260	13	5.0	1	.4					246	94.6
PFS-10 THRU 12	37	1	2.7							36	97.3
PFS-13 THRU 16	7									7	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	15									15	100.0
UP THRU $6,499	8									8	100.0
$ 6,500 THRU $ 9,999	6									6	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 4-28

STANDARD METROPOLITAN STATISTICAL AREA
HARTFORD, CONNECTICUT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,270	549	10.4	22	.4	1		6	.1	4,692	89.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,167	102	4.7	11	.5	1		4	.2	2,049	94.6
GS- 1 THRU 4	402	58	14.4	4	1.0			3	.7	337	83.8
GS- 5 THRU 8	536	27	5.0	2	.4					507	94.6
GS- 9 THRU 11	695	8	1.2	2	.3	1	.1	1	.1	683	98.3
GS-12 THRU 13	452	7	1.5	2	.4					443	98.0
GS-14 THRU 15	80	2	2.5	1	1.3					77	96.3
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	262	30	11.5							232	88.5
LP THRU $5,499	2	1	50.0							1	50.0
$ 5,500 THRU $ 6,999	51	24	47.1							27	52.9
$ 7,000 THRU $ 7,999	57	4	7.0							53	93.0
$ 8,000 THRU $ 8,999	112	1	.9							111	99.1
$ 9,000 THRU $ 9,999	21									21	100.0
$10,000 THRU $13,999	18									18	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,789	415	14.9	11	.4			2	.1	2,361	84.7
PFS- 1 THRU 5*	2,472	373	15.1	11	.4			2	.1	2,086	84.4
PFS- 6 THRU 9	252	41	16.3							211	83.7
PFS-10 THRU 12	58	1	1.7							57	98.3
PFS-13 THRU 16	6									6	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	52	2	3.8							50	96.2
LP THRU $6,499	9	1	11.1							8	88.9
$ 6,500 THRU $ 9,999	20	1	5.0							19	95.0
$10,000 THRU $13,999	13									13	100.0
$14,000 THRU $17,999	8									8	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-28a

STANDARD METROPOLITAN STATISTICAL AREA
HARTFORD, CONNECTICUT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,875	482	9.9	13	.3	1		3	.1	4,376	89.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,967	71	3.6	5	.3	1	.1	2	.1	1,888	96.0
GS- 1 THRU 4	390	45	11.5	4	1.0			2	.5	339	86.9
GS- 5 THRU 8	461	20	4.3							441	95.7
GS- 9 THRU 11	671	4	.6			1	.1			666	99.3
GS-12 THRU 13	375	1	.3	1	.3					373	99.5
GS-14 THRU 15	68	1	1.5							67	98.5
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	277	32	11.6	1	.4			1	.4	243	87.7
UP THRU $5,499	6	4	66.7							2	33.3
$ 5,500 THRU $ 6,999	89	23	25.8	1	1.1					65	73.0
$ 7,000 THRU $ 7,999	67	3	4.5							64	95.5
$ 8,000 THRU $ 8,999	78	1	1.3					1	1.3	76	97.4
$ 9,000 THRU $ 9,999	12	1	8.3							11	91.7
$10,000 THRU $13,999	25									25	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,577	377	14.6	7	.3					2,193	85.1
PFS- 1 THRU 5*	2,302	340	14.8	7	.3					1,955	84.9
PFS- 6 THRU 9	218	37	17.0							181	83.0
PFS-10 THRU 12	49									49	100.0
PFS-13 THRU 16	7									7	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	54	2	3.7							52	96.3
UP THRU $6,499	18	2	11.1							16	88.9
$ 6,500 THRU $ 9,999	15									15	100.0
$10,000 THRU $13,999	13									13	100.0
$14,000 THRU $17,999	5									5	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-29

STANDARD METROPOLITAN STATISTICAL AREA
HOUSTON, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	16,481	3,811	23.1	983	6.0	26	.2	35	.2	11,626	70.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	8,869	861	9.7	297	3.3	2	.1	27	.3	7,672	86.5
GS- 1 THRU 4	1,521	551	36.2	81	5.3	1	.1	3	.2	885	58.2
GS- 5 THRU 8	1,755	147	8.4	92	5.2	4	.2	2	.1	1,510	86.0
GS- 9 THRU 11	1,825	111	6.1	55	3.0	2	.1	6	.3	1,651	90.5
GS-12 THRU 13	2,663	51	1.9	49	1.8	3	.1	13	.5	2,547	95.6
GS-14 THRU 15	1,075	1	.1	20	1.9	2	.2	3	.3	1,049	97.6
GS-16 THRU 18	30									30	100.0
TOTAL WAGE SYSTEMS.....	1,215	485	39.9	58	4.8	5	.4	1	.1	666	54.8
LP THRU $5,499	17	6	35.3	1	5.9					10	58.8
$ 5,500 THRU $ 6,999	323	267	82.7	7	2.2					49	15.2
$ 7,000 THRU $ 7,999	170	115	67.6	7	4.1					48	28.2
$ 8,000 THRU $ 8,999	181	56	30.9	11	6.1					114	63.0
$ 9,000 THRU $ 9,999	391	31	7.9	30	7.7	5	1.3	1	.3	324	82.9
$10,000 THRU $13,999	130	10	7.7	2	1.5					118	90.8
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	6,230	2,438	39.1	622	10.0	9	.1	7	.1	3,154	50.6
PFS- 1 THRU 5*	5,103	2,113	41.4	530	10.4	8	.2	4	.1	2,448	48.0
PFS- 6 THRU 9	969	318	32.8	89	9.2	1	.1	3	.3	558	57.6
PFS-10 THRU 12	138	7	5.1	3	2.2					128	92.8
PFS-13 THRU 16	20									20	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	167	27	16.2	6	3.6					134	80.2
LP THRU $6,499	52	21	40.4	1	1.9					30	57.7
$ 6,500 THRU $ 9,999	43	5	11.6	3	7.0					35	81.4
$10,000 THRU $13,999	25			1	4.0					24	96.0
$14,000 THRU $17,999	9			1	11.1					8	88.9
$18,000 THRU $25,999	5	1	20.0							4	80.0
$26,000 AND OVER	33									33	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 4-29a

STANDARD METROPOLITAN STATISTICAL AREA
HOUSTON, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	16,295	3,678	22.6	939	5.8	26	.2	31	.2	11,621	71.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	8,751	798	9.1	280	3.2	9	.1	24	.3	7,640	87.3
GS- 1 THRU 4	1,568	520	33.2	69	4.4	1	.1	3	.2	975	62.2
GS- 5 THRU 8	1,613	130	8.1	84	5.2	3	.2	2	.1	1,394	86.4
GS- 9 THRU 11	2,033	113	5.6	61	3.0	2	.1	4	.2	1,853	91.1
GS-12 THRU 13	2,415	35	1.4	43	1.8	2	.1	11	.5	2,324	96.2
GS-14 THRU 15	1,089			23	2.1	1	.1	4	.4	1,061	97.4
GS-16 THRU 18	33									33	100.0
TOTAL WAGE SYSTEMS.....	1,182	480	40.6	58	4.9	6	.5	1	.1	637	53.9
UP THRU $5,499	101	83	82.2	2	2.0					16	15.8
$ 5,500 THRU $ 6,999	323	270	83.6	6	1.9					47	14.6
$ 7,000 THRU $ 7,999	182	94	51.6	12	6.6	1	.5			75	41.2
$ 8,000 THRU $ 8,999	413	29	7.0	33	8.0	4	1.0	1	.2	346	83.8
$ 9,000 THRU $ 9,999	103	2	1.9	5	4.9	1	1.0			95	92.2
$10,000 THRU $13,999	60	2	3.3							58	96.7
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	6,208	2,374	38.2	596	9.6	11	.2	6	.1	3,221	51.9
PFS- 1 THRU 5*	5,127	2,069	40.4	518	10.1	9	.2	5	.1	2,526	49.3
PFS- 6 THRU 9	932	302	32.4	78	8.4	2	.2	1	.1	549	58.9
PFS-10 THRU 12	131	3	2.3							128	97.7
PFS-13 THRU 16	18									18	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	154	26	16.9	5	3.2					123	79.9
UP THRU $6,499	57	22	38.6	2	3.5					33	57.9
$ 6,500 THRU $ 9,999	39	3	7.7	2	5.1					34	87.2
$10,000 THRU $13,999	8									8	100.0
$14,000 THRU $17,999	11	1	9.1	1	9.1					9	81.8
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	36									36	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY

TABLE 4-30

STANDARD METROPOLITAN STATISTICAL AREA
HUNTSVILLE, ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	16,482	422	2.6	20	.1	6		18	.1	16,016	97.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	14,619	248	1.7	19	.1	6		17	.1	14,329	98.0
GS- 1 THRU 4	1,497	81	5.4	2	.1			3	.2	1,411	94.3
GS- 5 THRU 8	2,576	69	2.7			1		3	.1	2,503	97.2
GS- 9 THRU 11	3,599	71	2.0	5	.1	1		4	.1	3,518	97.7
GS-12 THRU 13	5,040	26	.5	9	.2	2		7	.1	4,996	99.1
GS-14 THRU 15	1,828	1	.1	3	.2	2	.1			1,822	99.7
GS-16 THRU 18	79									79	100.0
TOTAL WAGE SYSTEMS.....	1,378	148	10.7	1	.1			1	.1	1,228	89.1
LP THRU $5,499	9	4	44.4							5	55.6
$ 5,500 THRU $ 6,999	254	103	40.6					1	.4	150	59.1
$ 7,000 THRU $ 7,999	411	26	6.3							385	93.7
$ 8,000 THRU $ 8,999	338	11	3.3	1	.3					326	96.4
$ 9,000 THRU $ 9,999	251	3	1.2							248	98.8
$10,000 THRU $13,999	104	1	1.0							103	99.0
$14,000 THRU $17,999	11									11	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	427	24	5.6							403	94.4
PFS- 1 THRU 5*	338	21	6.2							317	93.8
PFS- 6 THRU 9	77	3	3.9							74	96.1
PFS-10 THRU 12	9									9	100.0
PFS-13 THRU 16	3									3	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	58	2	3.4							56	96.6
LP THRU $6,499	3	1	33.3							2	66.7
$ 6,500 THRU $ 9,999	11	1	9.1							10	90.9
$10,000 THRU $13,999	3									3	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	36									36	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 4-30a

STANDARD METROPOLITAN STATISTICAL AREA
HUNTSVILLE, ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	17,630	480	2.7	22	.1	6		17	.1	17,105	97.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	15,371	284	1.8	21	.1	6		15	.1	15,045	97.9
GS- 1 THRU 4	1,895	120	6.3	3	.2			3	.2	1,769	93.4
GS- 5 THRU 8	2,698	62	2.3			1		3	.1	2,632	97.6
GS- 9 THRU 11	3,775	79	2.1	6	.2	1		2	.1	3,687	97.7
GS-12 THRU 13	5,010	22	.4	9	.2	2		7	.1	4,970	99.2
GS-14 THRU 15	1,922	1	.1	3	.2	2	.1			1,916	99.7
GS-16 THRU 18	71									71	100.0
TOTAL WAGE SYSTEMS.....	1,773	170	9.6	1	.1			2	.1	1,600	90.2
UP THRU $5,499	83	53	63.9							30	36.1
$ 5,500 THRU $ 6,999	497	100	20.1					1	.2	396	79.7
$ 7,000 THRU $ 7,999	344	11	3.2	1	.3					332	96.5
$ 8,000 THRU $ 8,999	543	3	.6							540	99.4
$ 9,000 THRU $ 9,999	186	2	1.1					1	.5	183	98.4
$10,000 THRU $13,999	117	1	.9							116	99.1
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	429	25	5.8							404	94.2
PFS- 1 THRU 5*	340	22	6.5							318	93.5
PFS- 6 THRU 9	76	3	3.9							73	96.1
PFS-10 THRU 12	10									10	100.0
PFS-13 THRU 16	3									3	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	57	1	1.8							56	98.2
UP THRU $6,499	3	1	33.3							2	66.7
$ 6,500 THRU $ 9,999	9									9	100.0
$10,000 THRU $13,999	3									3	100.0
$14,000 THRU $17,999	4									4	100.0
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER	37									37	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-31

STANDARD METROPOLITAN STATISTICAL AREA
INDIANAPOLIS, INDIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	16,837	4,370	26.0	20	.1	4		15	.1	12,428	73.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,681	2,088	21.6	13	.1	4		14	.1	7,562	78.1
GS- 1 THRU 4	3,696	1,294	35.0	5	.1	2	.1	1		2,394	64.8
GS- 5 THRU 8	2,549	637	25.0	4	.2	2	.1	3	.1	1,903	74.7
GS- 9 THRU 11	1,985	127	6.4	1	.1			3	.2	1,854	93.4
GS-12 THRU 13	1,223	28	2.3	2	.2			3	.2	1,190	97.3
GS-14 THRU 15	221	2	.9	1	.5			4	1.8	214	96.8
GS-16 THRU 18	7									7	100.0
TOTAL WAGE SYSTEMS.....	2,343	511	21.8	2	.1			1		1,829	78.1
UP THRU $5,499	7	5	71.4							2	28.6
$ 5,500 THRU $ 6,999	334	244	73.1							90	26.9
$ 7,000 THRU $ 7,999	417	130	31.2	1	.2			1	.2	285	68.3
$ 8,000 THRU $ 8,999	380	74	19.5							306	80.5
$ 9,000 THRU $ 9,999	758	45	5.9	1	.1					712	93.9
$10,000 THRU $13,999	417	13	3.1							404	96.9
$14,000 THRU $17,999	29									29	100.0
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	4,744	1,758	37.1	5	.1					2,981	62.8
PFS- 1 THRU 5*	4,036	1,566	38.8	5	.1					2,465	61.1
PFS- 6 THRU 9	605	180	29.8							425	70.2
PFS-10 THRU 12	89	10	11.2							79	88.8
PFS-13 THRU 16	13	2	15.4							11	84.6
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	69	13	18.8							56	81.2
UP THRU $6,499	29	11	37.9							18	62.1
$ 6,500 THRU $ 9,999	17	2	11.8							15	88.2
$10,000 THRU $13,999	11									11	100.0
$14,000 THRU $17,999	6									6	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER	4									4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 4-31a

STANDARD METROPOLITAN STATISTICAL AREA
INDIANAPOLIS, INDIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	17,062	4,396	25.8	19	.1	2		17	.1	12,628	74.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,806	2,108	21.5	10	.1	2		14	.1	7,672	78.2
GS- 1 THRU 4	3,993	1,339	33.5	2	.1	2	.1	4	.1	2,646	66.3
GS- 5 THRU 8	2,565	629	24.5	5	.2			2	.1	1,929	75.2
GS- 9 THRU 11	1,971	118	6.0	1	.1			3	.2	1,849	93.8
GS-12 THRU 13	1,067	19	1.8	1	.1			3	.3	1,044	97.8
GS-14 THRU 15	203	3	1.5	1	.5			2	1.0	197	97.0
GS-16 THRU 18	7									7	100.0
TOTAL WAGE SYSTEMS.....	2,551	568	22.3	4	.2			3	.1	1,976	77.5
UP THRU $5,499	14	7	50.0							7	50.0
$ 5,500 THRU $ 6,999	448	301	67.2					1	.2	146	32.6
$ 7,000 THRU $ 7,999	572	166	29.0	1	.2			2	.3	403	70.5
$ 8,000 THRU $ 8,999	378	61	16.1	1	.3					316	83.6
$ 9,000 THRU $ 9,999	745	27	3.6	2	.3					716	96.1
$10,000 THRU $13,999	384	6	1.6							378	98.4
$14,000 THRU $17,999	10									10	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	4,635	1,709	36.9	5	.1					2,921	63.0
PFS- 1 THRU 5*	3,918	1,539	39.3	5	.1					2,374	60.6
PFS- 6 THRU 9	621	162	26.1							459	73.9
PFS-10 THRU 12	83	6	7.2							77	92.8
PFS-13 THRU 16	12	2	16.7							10	83.3
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	70	11	15.7							59	84.3
UP THRU $6,499	42	11	26.2							31	73.8
$ 6,500 THRU $ 9,999	7									7	100.0
$10,000 THRU $13,999	11									11	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	4									4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-32

STANDARD METROPOLITAN STATISTICAL AREA
JACKSON, MISSISSIPPI

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	3,070	443	14.4	1		3	.1	2	.1	2,621	85.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,976	165	8.4	1	.1	2	.1	2	.1	1,806	91.4
GS- 1 THRU 4	525	123	23.4							402	76.6
GS- 5 THRU 8	547	16	2.9					1	.2	530	96.9
GS- 9 THRU 11	500	24	4.8	1	.2					475	95.0
GS-12 THRU 13	330	2	.6			1	.3			327	99.1
GS-14 THRU 15	71					1	1.4	1	1.4	69	97.2
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	247	110	44.5							137	55.5
LP THRU $5,499	92	88	95.7							4	4.3
$ 5,500 THRU $ 6,999	27	17	63.0							10	37.0
$ 7,000 THRU $ 7,999	59	4	6.8							55	93.2
$ 8,000 THRU $ 8,999	49									49	100.0
$ 9,000 THRU $ 9,999	9	1	11.1							8	88.9
$10,000 THRU $13,999	11									11	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	781	155	19.8			1	.1			625	80.0
PFS- 1 THRU 5*	601	146	24.3							455	75.7
PFS- 6 THRU 9	160	9	5.6			1	.6			150	93.8
PFS-10 THRU 12	15									15	100.0
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	66	13	19.7							53	80.3
LP THRU $6,499	19	11	57.9							8	42.1
$ 6,500 THRU $ 9,999	26	2	7.7							24	92.3
$10,000 THRU $13,599	11									11	100.0
$14,000 THRU $17,999	5									5	100.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 4-32a

STANDARD METROPOLITAN STATISTICAL AREA
JACKSON, MISSISSIPPI

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,977	387	13.0	1		2	.1	2	.1	2,585	86.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,898	134	7.1	1	.1	1	.1	2	.1	1,760	92.7
GS- 1 THRU 4	505	95	18.8							410	81.2
GS- 5 THRU 8	595	21	3.5					1	.2	573	96.3
GS- 9 THRU 11	463	18	3.9							445	96.1
GS-12 THRU 13	274									274	100.0
GS-14 THRU 15	58			1	1.7	1	1.7	1	1.7	55	94.8
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	269	111	41.3							158	58.7
UP THRU $5,499	106	97	91.5							9	8.5
$ 5,500 THRU $ 6,999	29	11	37.9							18	62.1
$ 7,000 THRU $ 7,999	50	2	4.0							48	96.0
$ 8,000 THRU $ 8,999	43	1	2.3							42	97.7
$ 9,000 THRU $ 9,999	23									23	100.0
$10,000 THRU $13,999	18									18	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	753	128	17.0			1	.1			624	82.9
PFS- 1 THRU 5*	598	122	20.4			1	.2			475	79.4
PFS- 6 THRU 9	139	6	4.3							133	95.7
PFS-10 THRU 12	12									12	100.0
PFS-13 THRU 16	4									4	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	57	14	24.6							43	75.4
UP THRU $6,499	25	13	52.0							12	48.0
$ 6,500 THRU $ 9,999	16	1	6.3							15	93.8
$10,000 THRU $13,999	10									10	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	5									5	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-33

STANDARD METROPOLITAN STATISTICAL AREA
JACKSONVILLE, FLORIDA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9,839	1,454	14.8	34	.3	17	.2	10	.1	8,324	84.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,996	141	3.5	13	.3	3	.1	5	.1	3,834	95.9
GS- 1 THRU 4	1,284	100	7.8	7	.5	2	.2	3	.2	1,172	91.3
GS- 5 THRU 8	1,248	33	2.6	2	.2	1	.1			1,212	97.1
GS- 9 THRU 11	907	5	.6	1	.1			2	.2	899	99.1
GS-12 THRU 13	479	3	.6	3	.6					473	98.7
GS-14 THRU 15	77									77	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	4,007	710	17.7	18	.4	10	.2	3	.1	3,266	81.5
LP THRU $5,499	167	146	87.4							21	12.6
$ 5,500 THRU $ 6,999	582	296	50.9	1	.2	1	.2	2	.3	282	48.5
$ 7,000 THRU $ 7,999	799	157	19.6	4	.5	3	.4	1	.1	634	79.3
$ 8,000 THRU $ 8,999	1,434	95	6.6	9	.6	5	.3			1,325	92.4
$ 9,000 THRU $ 9,999	511	15	2.9	2	.4	1	.2			493	96.5
$10,000 THRU $13,999	482	1	.2	2	.4					479	99.4
$14,000 THRU $17,999	20									20	100.0
$18,000 AND OVER	12									12	100.0
TOTAL POSTAL FIELD SERVICE.....	1,814	603	33.2	3	.2	4	.2	2	.1	1,202	66.3
PFS- 1 THRU 5*	1,495	530	36.8	2	.1	4	.3	2	.1	937	62.7
PFS- 6 THRU 9	269	49	18.2	1	.4					219	81.4
PFS-10 THRU 12	42	2	4.8							40	95.2
PFS-13 THRU 16	7	2	28.6							5	71.4
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	22									22	100.0
LP THRU $6,499	6									6	100.0
$ 6,500 THRU $ 9,999	9									9	100.0
$10,000 THRU $13,999	7									7	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-33a

STANDARD METROPOLITAN STATISTICAL AREA
JACKSONVILLE, FLORIDA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	10,819	1,592	14.7	41	.4	20	.2	8	.1	9,158	84.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,279	151	3.5	16	.4	5	.1	7	.2	4,100	95.8
GS- 1 THRU 4	1,474	112	7.6	6	.4	3	.2	4	.3	1,349	91.5
GS- 5 THRU 8	1,277	29	2.3	4	.3	1	.1	2	.2	1,241	97.2
GS- 9 THRU 11	953	8	.8	3	.3	1	.1	1	.1	940	98.6
GS-12 THRU 13	498	2	.4	3	.6					493	99.0
GS-14 THRU 15	75									75	100.0
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	4,691	842	17.9	20	.4	11	.2	1		3,817	81.4
UP THRU $5,499	296	216	73.0							80	27.0
$ 5,500 THRU $ 6,999	1,679	505	30.1	6	.4	5	.3	1	.1	1,162	69.2
$ 7,000 THRU $ 7,999	1,[illegible]	112	6.4	13	.7	6	.3			1,630	92.6
$ 8,000 THRU $ 8,999	468	9	1.9	1	.2					458	97.9
$ 9,000 THRU $ 9,999	153									153	100.0
$10,000 THRU $13,999	312									312	100.0
$14,000 THRU $17,999	18									18	100.0
$18,000 AND OVER	4									4	100.0
TOTAL POSTAL FIELD SERVICE.....	1,828	599	32.8	5	.3	4	.2			1,220	66.7
PFS- 1 THRU 5*	1,510	541	35.8	4	.3	4	.3			961	63.6
PFS- 6 THRU 9	268	55	20.5	1	.4					212	79.1
PFS-10 THRU 12	44	3	6.8							41	93.2
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	21									21	100.0
UP THRU $6,499	13									13	100.0
$ 6,500 THRU $ 9,999	6									6	100.0
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-34

STANDARD METROPOLITAN STATISTICAL AREA
JERSEY CITY, NEW JERSEY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,240	949	22.4	183	4.3	1		2		3,105	73.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	700	106	15.1	6	.9					588	84.0
GS- 1 THRU 4	137	32	23.4	3	2.2					102	74.5
GS- 5 THRU 8	334	54	16.2	3	.9					277	82.9
GS- 9 THRU 11	181	15	8.3							166	91.7
GS-12 THRU 13	44	5	11.4							39	88.6
GS-14 THRU 15	4									4	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	183	41	22.4	5	2.7					137	74.9
UP THRU $5,499											
$ 5,500 THRU $ 6,999	24	11	45.8	2	8.3					11	45.8
$ 7,000 THRU $ 7,999	82	20	24.4	2	2.4					60	73.2
$ 8,000 THRU $ 8,999	29	6	20.7							23	79.3
$ 9,000 THRU $ 9,999	12	1	8.3							11	91.7
$10,000 THRU $13,999	36	3	8.3	1	2.8					32	88.9
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	3,340	799	23.9	171	5.1	1		2	.1	2,367	70.9
PFS- 1 THRU 5*	2,900	731	25.2	164	5.7	1		2	.1	2,002	69.0
PFS- 6 THRU 9	378	66	17.5	7	1.9					305	80.7
PFS-10 THRU 12	47	2	4.3							45	95.7
PFS-13 THRU 16	15									15	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	17	3	17.6	1	5.9					13	76.5
UP THRU $6,499	6	3	50.0	1	16.7					2	33.3
$ 6,500 THRU $ 9,999	11									11	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1969 MINORITY GROUP STUDY

TABLE 4-34a

STANDARD METROPOLITAN STATISTICAL AREA
JERSEY CITY, NEW JERSEY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,551	1,156	20.8	144	2.6	1		3	.1	4,247	76.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,202	181	15.1	12	1.0					1,009	83.9
GS- 1 THRU 4	384	65	16.9	1	.3					318	82.8
GS- 5 THRU 8	525	96	18.3	10	1.9					419	79.8
GS- 9 THRU 11	237	15	6.3							222	93.7
GS-12 THRU 13	51	5	9.8	1	2.0					45	88.2
GS-14 THRU 15	5									5	100.0
GS-16 THRU 18											
TOTAL WAGE SYSTEMS.....	1,073	211	19.7	20	1.9			1	.1	841	78.4
UP THRU $5,499	2									2	100.0
$ 5,500 THRU $ 6,999	335	106	31.6	7	2.1					222	66.3
$ 7,000 THRU $ 7,999	410	71	17.3	4	1.0			1	.2	334	81.5
$ 8,000 THRU $ 8,999	199	24	12.1	5	2.5					170	85.4
$ 9,000 THRU $ 9,999	43	6	14.0	2	4.7					35	81.4
$10,000 THRU $13,999	81	4	4.9	2	2.5					75	92.6
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	3,259	763	23.4	112	3.4	1		2	.1	2,381	73.1
PFS- 1 THRU 5*	2,835	705	24.9	106	3.7	1		2	.1	2,021	71.3
PFS- 6 THRU 9	365	56	15.3	6	1.6					303	83.0
PFS-10 THRU 12	46	2	4.3							44	95.7
PFS-13 THRU 16	13									13	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	17	1	5.9							16	94.1
UP THRU $6,499	8	1	12.5							7	87.5
$ 6,500 THRU $ 9,999	9									9	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY

TABLE 4-35

STANDARD METROPOLITAN STATISTICAL AREA
KANSAS CITY, MISSOURI-KANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	22,545	4,069	18.0	232	1.0	26	.1	34	.2	18,184	80.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	14,681	1,722	11.7	119	.8	19	.1	26	.2	12,795	87.2
GS- 1 THRU 4	3,967	890	22.4	46	1.2	6	.2	3	.1	3,022	76.2
GS- 5 THRU 8	4,521	564	12.5	36	.8	8	.2	8	.2	3,905	86.4
GS- 9 THRU 11	3,062	206	6.7	18	.6	4	.1	6	.2	2,828	92.4
GS-12 THRU 13	2,385	43	1.8	13	.5	1		4	.2	2,324	97.4
GS-14 THRU 15	721	18	2.5	6	.8			5	.7	692	96.0
GS-16 THRU 18	25	1	4.0							24	96.0
TOTAL WAGE SYSTEMS.....	1,324	458	34.6	10	.8			2	.2	854	64.5
UP THRU $5,499	1									1	100.0
$ 5,500 THRU $ 6,999	283	205	72.4	2	.7			1	.4	75	26.5
$ 7,000 THRU $ 7,999	264	129	48.9	2	.8					133	50.4
$ 8,000 THRU $ 8,999	237	65	27.4	2	.8			1	.4	169	71.3
$ 9,000 THRU $ 9,999	360	44	12.2	3	.8					313	86.9
$10,000 THRU $13,999	149	15	10.1	1	.7					133	89.3
$14,000 THRU $17,999	9									9	100.0
$18,000 AND OVER	21									21	100.0
TOTAL POSTAL FIELD SERVICE.....	6,428	1,883	29.3	103	1.6	7	.1	5	.1	4,430	68.9
PFS- 1 THRU 5*	5,397	1,699	31.5	93	1.7	6	.1	4	.1	3,595	66.6
PFS- 6 THRU 9	837	178	21.3	10	1.2	1	.1	1	.1	647	77.3
PFS-10 THRU 12	131	6	4.6							125	95.4
PFS-13 THRU 16	59									59	100.0
PFS-17 THRU 19	4									4	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	112	6	5.4					1	.9	105	93.8
UP THRU $6,499	26	6	23.1							20	76.9
$ 6,500 THRU $ 9,999	37									37	100.0
$10,000 THRU $13,999	34							1	2.9	33	97.1
$14,000 THRU $17,999	6									6	100.0
$18,000 THRU $25,999	7									7	100.0
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-35a

STANDARD METROPOLITAN STATISTICAL AREA
KANSAS CITY, MISSOURI-KANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	21,826	4,085	18.7	227	1.0	25	.1	47	.2	17,442	79.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,704	1,607	11.7	112	.8	18	.1	38	.3	11,929	87.0
GS- 1 THRU 4	4,146	928	22.4	38	.9	5	.1	4	.1	3,171	76.5
GS- 5 THRU 8	4,152	483	11.6	38	.9	5	.1	10	.2	3,616	87.1
GS- 9 THRU 11	2,841	155	5.5	20	.7	6	.2	10	.4	2,650	93.3
GS-12 THRU 13	2,009	36	1.8	12	.6	2	.1	12	.6	1,947	96.9
GS-14 THRU 15	531	5	.9	4	.8			2	.4	520	97.9
GS-16 THRU 18	25									25	100.0
TOTAL WAGE SYSTEMS.....	1,436	477	33.2	12	.8			2	.1	945	65.8
UP THRU $5,499	6	2	33.3	1	16.7					3	50.0
$ 5,500 THRU $ 6,999	580	365	62.9	5	.9			2	.3	208	35.9
$ 7,000 THRU $ 7,999	261	77	29.5	2	.8					182	69.7
$ 8,000 THRU $ 8,999	424	28	6.6	3	.7					393	92.7
$ 9,000 THRU $ 9,999	64	5	7.8							59	92.2
$10,000 THRU $13,999	97			1	1.0					96	99.0
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	6,569	1,995	30.4	103	1.6	7	.1	6	.1	4,458	67.9
PFS- 1 THRU 5*	5,598	1,834	32.8	94	1.7	7	.1	5	.1	3,658	65.3
PFS- 6 THRU 9	790	155	19.6	9	1.1			1	.1	625	79.1
PFS-10 THRU 12	121	6	5.0							115	95.0
PFS-13 THRU 16	56									56	100.0
PFS-17 THRU 19	4									4	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	117	6	5.1					1	.9	110	94.0
UP THRU $6,499	39	6	15.4							33	84.6
$ 6,500 THRU $ 9,999	38									38	100.0
$10,000 THRU $13,999	19									19	100.0
$14,000 THRU $17,999	13							1	7.7	12	92.3
$18,000 THRU $25,999	6									6	100.0
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-36

STANDARD METROPOLITAN STATISTICAL AREA
LITTLE ROCK-NORTH LITTLE ROCK, ARKANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,594	847	15.1	14	.3	10	.2	4	.1	4,719	84.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,545	315	8.9	10	.3	9	.3	4	.1	3,207	90.5
GS- 1 THRU 4	1,109	233	21.0	2	.2	3	.3	1	.1	870	78.4
GS- 5 THRU 8	980	59	6.0			1	.1			920	93.9
GS- 9 THRU 11	843	22	2.6	3	.4	5	.6	1	.1	812	96.3
GS-12 THRU 13	477	1	.2	3	.6			2	.4	471	98.7
GS-14 THRU 15	134			2	1.5					132	98.5
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	896	343	38.3	3	.3	1	.1			549	61.3
LP THRU $5,499	206	168	81.6							38	18.4
$ 5,500 THRU $ 6,999	209	135	64.6	1	.5					73	34.9
$ 7,000 THRU $ 7,999	113	27	23.9	1	.9	1	.9			84	74.3
$ 8,000 THRU $ 8,999	225	12	5.3							213	94.7
$ 9,000 THRU $ 9,999	91	1	1.1							90	98.9
$10,000 THRU $13,999	50			1	2.0					49	98.0
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,101	174	15.8	1	.1					926	84.1
PFS- 1 THRU 5*	897	154	17.2	1	.1					742	82.7
PFS- 6 THRU 9	178	19	10.7							159	89.3
PFS-10 THRU 12	19	1	5.3							18	94.7
PFS-13 THRU 16	7									7	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	52	15	28.8							37	71.2
LP THRU $6,499	31	14	45.2							17	54.8
$ 6,500 THRU $ 9,999	11	1	9.1							10	90.9
$10,000 THRU $13,999	8									8	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-36a

STANDARD METROPOLITAN STATISTICAL AREA
LITTLE ROCK-NORTH LITTLE ROCK, ARKANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	5,764	817	14.2	12	.2	8	.1	4	.1	4,923	85.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,662	295	8.1	8	.2	7	.2	4	.1	3,348	91.4
GS- 1 THRU 4	1,162	236	20.3	2	.2	3	.3	1	.1	920	79.2
GS- 5 THRU 8	1,036	40	3.9							996	96.1
GS- 9 THRU 11	863	17	2.0	1	.1	4	.5	1	.1	840	97.3
GS-12 THRU 13	467	2	.4	3	.6			2	.4	460	98.5
GS-14 THRU 15	132			2	1.5					130	98.5
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	998	345	34.6	3	.3	1	.1			649	65.0
UP THRU $5,499	325	268	82.5							57	17.5
$ 5,500 THRU $ 6,999	156	52	33.3	2	1.3	1	.6			101	64.7
$ 7,000 THRU $ 7,999	158	19	12.0							139	88.0
$ 8,000 THRU $ 8,999	292	6	2.1							286	97.9
$ 9,000 THRU $ 9,999	18			1	5.6					17	94.4
$10,000 THRU $13,999	49									49	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,050	163	15.5	1	.1					886	84.4
PFS- 1 THRU 5*	876	147	16.8	1	.1					728	83.1
PFS- 6 THRU 9	147	14	9.5							133	90.5
PFS-10 THRU 12	19	1	5.3							18	94.7
PFS-13 THRU 16	8	1	12.5							7	87.5
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	54	14	25.9							40	74.1
UP THRU $6,499	37	13	35.1							24	64.9
$ 6,500 THRU $ 9,999	11	1	9.1							10	90.9
$10,000 THRU $13,999	3									3	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
LOS ANGELES-LONG BEACH, CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	66,475	16,614	25.0	4,092	6.2	217	.3	1,774	2.7	43,778	65.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	25,503	4,094	16.1	1,063	4.2	76	.3	786	3.1	19,484	76.4
GS- 1 THRU 4	5,639	1,840	32.6	337	6.0	28	.5	119	2.1	3,315	58.8
GS- 5 THRU 8	7,447	1,577	21.2	376	5.0	25	.3	263	3.5	5,206	69.9
GS- 9 THRU 11	6,563	482	7.3	222	3.4	12	.2	244	3.7	5,603	85.4
GS-12 THRU 13	4,512	173	3.8	103	2.3	10	.2	132	2.9	4,094	90.7
GS-14 THRU 15	1,306	21	1.6	25	1.9	1	.1	28	2.1	1,231	94.3
GS-16 THRU 18	36	1	2.8							35	97.2
TOTAL WAGE SYSTEMS.....	10,061	2,838	28.2	695	6.9	53	.5	331	3.3	6,144	61.1
LP THRU $5,499	33	7	21.2	9	27.3					17	51.5
$ 5,500 THRU $ 6,999	1,578	843	53.4	107	6.8	5	.3	43	2.7	580	36.8
$ 7,000 THRU $ 7,999	1,559	701	45.0	127	8.1	4	.3	84	5.4	643	41.2
$ 8,000 THRU $ 8,999	1,418	479	33.8	111	7.8	14	1.0	45	3.2	769	54.2
$ 9,000 THRU $ 9,999	3,929	655	16.7	260	6.6	26	.7	132	3.4	2,856	72.7
$10,000 THRU $13,999	1,488	153	10.3	81	5.4	4	.3	27	1.8	1,223	82.2
$14,000 THRU $17,999	39									39	100.0
$18,000 AND OVER	17									17	100.0
TOTAL POSTAL FIELD SERVICE.....	30,416	9,622	31.6	2,314	7.6	86	.3	653	2.1	17,741	58.3
PFS- 1 THRU 5*	26,194	8,573	32.7	2,086	8.0	77	.3	552	2.1	14,906	56.9
PFS- 6 THRU 9	3,572	978	27.4	216	6.0	9	.3	96	2.7	2,273	63.6
PFS-10 THRU 12	531	56	10.5	10	1.9			5	.9	460	86.6
PFS-13 THRU 16	117	14	12.0	2	1.7					101	86.3
PFS-17 THRU 19	2	1	50.0							1	50.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	495	60	12.1	20	4.0	2	.4	4	.8	409	82.6
LP THRU $6,499	234	39	16.7	9	3.8	1	.4	2	.9	183	78.2
$ 6,500 THRU $ 9,999	138	18	13.0	6	4.3	1	.7	1	.7	112	81.2
$10,000 THRU $13,999	49			3	6.1			1	2.0	45	91.8
$14,000 THRU $17,999	30	1	3.3	2	6.7					27	90.0
$18,000 THRU $25,999	29	2	6.9							27	93.1
$26,000 AND OVER	15									15	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

STANDARD METROPOLITAN STATISTICAL AREA
LOS ANGELES-LONG BEACH, CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	65,671	16,355	24.9	3,993	6.1	240	.4	1,625	2.5	43,458	66.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	25,049	3,878	15.5	965	3.9	103	.4	673	2.7	19,430	77.6
GS- 1 THRU 4	5,769	1,968	34.1	320	5.5	43	.7	121	2.1	3,317	57.5
GS- 5 THRU 8	7,228	1,339	18.5	342	4.7	28	.4	230	3.2	5,289	73.2
GS- 9 THRU 11	6,439	413	6.4	203	3.2	20	.3	196	3.0	5,607	87.1
GS-12 THRU 13	4,349	145	3.3	79	1.8	12	.3	101	2.3	4,012	92.3
GS-14 THRU 15	1,234	13	1.1	20	1.6			25	2.0	1,176	95.3
GS-16 THRU 18	30			1	3.3					29	96.7
TOTAL WAGE SYSTEMS.....	10,533	2,920	27.7	762	7.2	64	.6	343	3.3	6,444	61.2
UP THRU $5,499	10							1	10.0	9	90.0
$ 5,500 THRU $ 6,999	2,052	1,125	54.8	137	6.7	9	.4	72	3.5	709	34.6
$ 7,000 THRU $ 7,999	2,128	825	38.8	185	8.7	15	.7	85	4.0	1,018	47.8
$ 8,000 THRU $ 8,999	3,922	723	18.4	275	7.0	30	.8	133	3.4	2,761	70.4
$ 9,000 THRU $ 9,999	1,071	156	14.6	94	8.8	6	.6	26	2.4	789	73.7
$10,000 THRU $13,999	1,317	91	6.9	71	5.4	4	.3	25	1.9	1,126	85.5
$14,000 THRU $17,999	32							1	3.1	31	96.9
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	29,630	9,486	32.0	2,246	7.6	71	.2	606	2.0	17,221	58.1
PFS- 1 THRU 5*	25,958	8,691	33.5	2,070	8.0	63	.2	518	2.0	14,616	56.3
PFS- 6 THRU 9	3,059	736	24.1	165	5.4	8	.3	86	2.8	2,064	67.5
PFS-10 THRU 12	503	49	9.7	10	2.0			2	.4	442	87.9
PFS-13 THRU 16	108	10	9.3	1	.9					97	89.8
PFS-17 THRU 19	2									2	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	459	71	15.5	20	4.4	2	.4	3	.7	363	79.1
UP THRU $6,499	265	54	20.4	14	5.3	1	.4	2	.8	194	73.2
$ 6,500 THRU $ 9,999	114	15	13.2	6	5.3	1	.9	1	.9	91	79.8
$10,000 THRU $13,999	24									24	100.0
$14,000 THRU $17,999	25									25	100.0
$18,000 THRU $25,999	19	2	10.5							17	89.5
$26,000 AND OVER	12									12	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 4-38

STANDARD METROPOLITAN STATISTICAL AREA
LOUISVILLE,KENTUCKY-INDIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	11,878	1,771	14.9	8	.1	1		5		10,093	85.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,539	723	11.1	4	.1	1		4	.1	5,807	88.8
GS- 1 THRU 4	3,901	573	14.7	1						3,327	85.3
GS- 5 THRU 8	1,089	105	9.6					1	.1	983	90.3
GS- 9 THRU 11	974	41	4.2	2	.2	1	.1	1	.1	929	95.4
GS-12 THRU 13	462	3	.6							459	99.4
GS-14 THRU 15	111	1	.9	1	.9			2	1.8	107	96.4
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	2,575	369	14.3	1						2,205	85.6
LP THRU $5,499	4									4	100.0
$ 5,500 THRU $ 6,999	415	186	44.8							229	55.2
$ 7,000 THRU $ 7,999	550	95	17.3							455	82.7
$ 8,000 THRU $ 8,999	477	45	9.4							432	90.6
$ 9,000 THRU $ 9,999	762	37	4.9	1	.1					724	95.0
$10,000 THRU $13,999	354	6	1.7							348	98.3
$14,000 THRU $17,999	12									12	100.0
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	2,531	580	22.9	3	.1			1		1,947	76.9
PFS- 1 THRU 5*	2,060	498	24.2	3	.1					1,559	75.7
PFS- 6 THRU 9	402	75	18.7					1	.2	326	81.1
PFS-10 THRU 12	58	7	12.1							51	87.9
PFS-13 THRU 16	10									10	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	233	99	42.5							134	57.5
LP THRU $6,499	180	97	53.9							83	46.1
$ 6,500 THRU $ 9,999	35	2	5.7							33	94.3
$10,000 THRU $13,999	11									11	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-38a

STANDARD METROPOLITAN STATISTICAL AREA
LOUISVILLE,KENTUCKY-INDIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	10,306	1,452	14.1	8	.1			10	.1	8,836	85.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,783	465	9.7	4	.1			9	.2	4,305	90.0
GS- 1 THRU 4	1,765	319	18.1							1,445	81.9
GS- 5 THRU 8	1,185	103	8.7	1	.1			1	.1	1,078	91.0
GS- 9 THRU 11	1,187	41	3.5	2	.2			3	.3	1,141	96.1
GS-12 THRU 13	527	2	.4					3	.3	525	99.6
GS-14 THRU 15	116			1	.9			2	1.7	113	97.4
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	2,782	362	13.0	1						2,419	87.0
UP THRU $5,499	36	3	8.3							33	91.7
$ 5,500 THRU $ 6,999	575	218	37.9							357	62.1
$ 7,000 THRU $ 7,999	622	81	13.0							541	87.0
$ 8,000 THRU $ 8,999	1,082	47	4.3	1	.1					1,034	95.6
$ 9,000 THRU $ 9,999	221	8	3.6							213	96.4
$10,000 THRU $13,999	235	5	2.1							230	97.9
$14,000 THRU $17,999	11									11	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,681	619	23.1	3	.1			1		2,058	76.8
PFS- 1 THRU 5*	2,254	550	24.4	3	.1					1,701	75.5
PFS- 6 THRU 9	367	65	17.7					1	.3	301	82.0
PFS-10 THRU 12	50	4	8.0							46	92.0
PFS-13 THRU 16	9									9	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	60	6	10.0							54	90.0
UP THRU $6,499	26	5	19.2							21	80.8
$ 6,500 THRU $ 9,999	19	1	5.3							18	94.7
$10,000 THRU $13,999	8									8	100.0
$14,000 THRU $17,999	4									4	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY

TABLE 4-39

STANDARD METROPOLITAN STATISTICAL AREA
MACON, GEORGIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	17,568	2,377	13.5	23	.1	2		6		15,160	86.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	8,748	215	2.5	18	.2	2		4		8,509	97.3
GS- 1 THRU 4	1,791	139	7.8	2	.1					1,650	92.1
GS- 5 THRU 8	2,325	56	2.4	4	.2			1		2,264	97.4
GS- 9 THRU 11	3,369	17	.5	8	.2	1		2	.1	3,341	99.2
GS-12 THRU 13	1,163	2	.2	4	.3	1	.1	1	.1	1,155	99.3
GS-14 THRU 15	99	1	1.0							98	99.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	8,222	1,998	24.3	4				2		6,218	75.6
LP THRU $5,499	195	168	86.2							27	13.8
$ 5,500 THRU $ 6,999	540	335	62.0							205	38.0
$ 7,000 THRU $ 7,999	1,719	864	50.3							855	49.7
$ 8,000 THRU $ 8,999	2,374	473	19.9	3	.1					1,898	79.9
$ 9,000 THRU $ 9,999	2,218	130	5.9	1				1		2,086	94.0
$10,000 THRU $13,999	1,118	27	2.4					1	.1	1,090	97.5
$14,000 THRU $17,999	50	1	2.0							49	98.0
$18,000 AND OVER	8									8	100.0
TOTAL POSTAL FIELD SERVICE.....	505	156	30.9	1	.2					348	68.9
PFS- 1 THRU 5*	404	145	35.9	1	.2					258	63.9
PFS- 6 THRU 9	89	11	12.4							78	87.6
PFS-10 THRU 12	10									10	100.0
PFS-13 THRU 16	2									2	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	93	8	8.6							85	91.4
LP THRU $6,499	14	2	14.3							12	85.7
$ 6,500 THRU $ 9,999	67	4	6.0							63	94.0
$10,000 THRU $13,999	7	2	28.6							5	71.4
$14,000 THRU $17,999	5									5	100.0
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-39a

STANDARD METROPOLITAN STATISTICAL AREA
MACON, GEORGIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	18,582	2,604	14.0	24	.1	2		6		15,946	85.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,135	223	2.4	19	.2	2		3		8,888	97.3
GS- 1 THRU 4	2,124	148	7.0	3	.1					1,973	92.9
GS- 5 THRU 8	2,414	63	2.6	4	.2			1		2,346	97.2
GS- 9 THRU 11	3,366	9	.3	7	.2	1		1		3,348	99.5
GS-12 THRU 13	1,139	3	.3	5	.4	1	.1	1	.1	1,129	99.1
GS-14 THRU 15	91									91	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	8,855	2,218	25.0	4				2		6,631	74.9
UP THRU $5,499	620	435	70.2							185	29.8
$ 5,500 THRU $ 6,999	3,000	1,331	44.4	1						1,668	55.6
$ 7,000 THRU $ 7,999	3,296	396	12.0	2	.1			1		2,897	87.9
$ 8,000 THRU $ 8,999	1,251	42	3.4	1	.1			1	.1	1,207	96.5
$ 9,000 THRU $ 9,999	313	13	4.2							300	95.8
$10,000 THRU $13,999	351									351	100.0
$14,000 THRU $17,999	20	1	5.0							19	95.0
$18,000 AND OVER	4									4	100.0
TOTAL POSTAL FIELD SERVICE.....	500	155	31.0	1	.2					344	68.8
PFS- 1 THRU 5*	413	146	35.4	1	.2					266	64.4
PFS- 6 THRU 9	76	9	11.8							67	88.2
PFS-10 THRU 12	9									9	100.0
PFS-13 THRU 16	2									2	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	92	8	8.7					1	1.1	83	90.2
UP THRU $6,499	14	2	14.3							12	85.7
$ 6,500 THRU $ 9,999	74	6	8.1					1	1.4	67	90.5
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 4-40

STANDARD METROPOLITAN STATISTICAL AREA
MEMPHIS, TENNESSEE-ARKANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	10,796	3,276	30.3	21	.2	3		7	.1	7,489	69.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,826	599	12.4	11	.2	1		4	.1	4,211	87.3
GS- 1 THRU 4	1,638	467	28.5	3	.2					1,168	71.3
GS- 5 THRU 8	1,166	79	6.8	1	.1			1	.1	1,085	93.1
GS- 9 THRU 11	1,131	47	4.2	5	.4	1	.1			1,078	95.3
GS-12 THRU 13	729	5	.7	2	.3			2	.3	720	98.8
GS-14 THRU 15	155	1	.6					1	.6	153	98.7
GS-16 THRU 18	7									7	100.0
TOTAL WAGE SYSTEMS.....	2,799	1,504	53.7	6	.2	1		1		1,287	46.0
LP THRU $5,499	393	351	89.3							42	10.7
$ 5,500 THRU $ 6,999	1,146	919	80.2	4	.3					223	19.5
$ 7,000 THRU $ 7,999	502	190	37.8	1	.2			1	.2	310	61.8
$ 8,000 THRU $ 8,999	352	28	8.0							324	92.0
$ 9,000 THRU $ 9,999	110	13	11.8			1	.9			96	87.3
$10,000 THRU $13,999	293	3	1.0	1	.3					289	98.6
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	3,025	1,150	38.0	3	.1	1		2	.1	1,869	61.8
PFS- 1 THRU 5*	2,215	996	45.0	2	.1			1		1,216	54.9
PFS- 6 THRU 9	531	138	26.0					1	.2	392	73.8
PFS-10 THRU 12	112	10	8.9	1	.9	1	.9			100	89.3
PFS-13 THRU 16	140	6	4.3							134	95.7
PFS-17 THRU 19	25									25	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	146	23	15.8	1	.7					122	83.6
LP THRU $6,499	43	16	37.2	1	2.3					26	60.5
$ 6,500 THRU $ 9,999	49	6	12.2							43	87.8
$10,000 THRU $13,999	26	1	3.8							25	96.2
$14,000 THRU $17,999	14									14	100.0
$18,000 THRU $25,999	12									12	100.0
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-40a

STANDARD METROPOLITAN STATISTICAL AREA
MEMPHIS, TENNESSEE-ARKANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	12,018	3,833	31.9	16	.1	4		7	.1	8,158	67.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,284	579	11.0	11	.2	2		2		4,690	88.8
GS- 1 THRU 4	1,882	484	25.7	3	.2					1,395	74.1
GS- 5 THRU 8	1,267	46	3.6	1	.1					1,220	96.3
GS- 9 THRU 11	1,256	46	3.7	4	.3	1	.1	1	.1	1,204	95.9
GS-12 THRU 13	733	3	.4	3	.4	1	.1			726	99.0
GS-14 THRU 15	141							1	.7	140	99.3
GS-16 THRU 18	5									5	100.0
TOTAL WAGE SYSTEMS.....	3,612	2,083	57.7	3	.1	1		1		1,524	42.2
UP THRU $5,499	810	741	91.5							69	8.5
$ 5,500 THRU $ 6,999	1,596	1,197	75.0	2	.1					397	24.9
$ 7,000 THRU $ 7,999	617	113	18.3					1	.2	503	81.5
$ 8,000 THRU $ 8,999	295	25	8.5			1	.3			269	91.2
$ 9,000 THRU $ 9,999	102	5	4.9	1	1.0					96	94.1
$10,000 THRU $13,999	178	2	1.1							176	98.9
$14,000 THRU $17,999	14									14	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,997	1,153	38.5	2	.1	1		3	.1	1,838	61.3
PFS- 1 THRU 5*	2,292	1,039	45.3	2	.1			2	.1	1,249	54.5
PFS- 6 THRU 9	467	103	22.1					1	.2	363	77.7
PFS-10 THRU 12	95	7	7.4			1	1.1			87	91.6
PFS-13 THRU 16	122	4	3.3							118	96.7
PFS-17 THRU 19	19									19	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	125	18	14.4					1	.8	106	84.8
UP THRU $6,499	45	13	28.9					1	2.2	31	68.9
$ 6,500 THRU $ 9,999	43	5	11.6							38	88.4
$10,000 THRU $13,999	18									18	100.0
$14,000 THRU $17,999	11									11	100.0
$18,000 THRU $25,999	8									8	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY TABLE 4-41

STANDARD METROPOLITAN STATISTICAL AREA
MIAMI, FLORIDA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	11,336	1,445	12.7	476	4.2	17	.1	30	.3	9,368	82.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,299	299	5.6	285	5.4	12	.2	10	.2	4,693	88.6
GS- 1 THRU 4	1,049	153	14.6	108	10.3	3	.3			785	74.8
GS- 5 THRU 8	1,472	103	7.0	93	6.3	4	.3	4	.3	1,268	86.1
GS- 9 THRU 11	1,380	35	2.5	49	3.6	3	.2	3	.2	1,290	93.5
GS-12 THRU 13	1,128	8	.7	24	2.1	2	.2	2	.2	1,092	96.8
GS-14 THRU 15	259			11	4.2			1	.4	247	95.4
GS-16 THRU 18	11									11	100.0
TOTAL WAGE SYSTEMS.....	1,065	315	29.6	30	2.8	4	.4	12	1.1	704	66.1
LP THRU $5,499	238	141	59.2	15	6.3			1	.4	81	34.0
$ 5,500 THRU $ 6,999	208	107	51.4	8	3.8	3	1.4	2	1.0	88	42.3
$ 7,000 THRU $ 7,999	93	35	37.6	3	3.2			3	3.2	52	55.9
$ 8,000 THRU $ 8,999	128	22	17.2	1	.8			4	3.1	101	78.9
$ 9,000 THRU $ 9,999	231	6	2.6	1	.4	1	.4	2	.9	221	95.7
$10,000 THRU $13,999	164	4	2.4	2	1.2					158	96.3
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	4,848	818	16.9	150	3.1	1		7	.1	3,872	79.9
PFS- 1 THRU 5*	4,226	767	18.1	135	3.2			7	.2	3,317	78.5
PFS- 6 THRU 9	521	50	9.6	12	2.3					459	88.1
PFS-10 THRU 12	84	1	1.2	3	3.6	1	1.2			79	94.0
PFS-13 THRU 16	16									16	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	124	13	10.5	11	8.9			1	.8	99	79.8
LP THRU $6,499	42	12	28.6	2	4.8			1	2.4	27	64.3
$ 6,500 THRU $ 9,999	31	1	3.2	5	16.1					25	80.6
$10,000 THRU $13,999	24									24	100.0
$14,000 THRU $17,999	11			3	27.3					8	72.7
$18,000 THRU $25,999	15			1	6.7					14	93.3
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-41a

STANDARD METROPOLITAN STATISTICAL AREA
MIAMI, FLORIDA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9,680	1,250	12.9	454	4.7	17	.2	23	.2	7,936	82.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,905	269	6.9	260	6.7	12	.3	5	.1	3,359	86.0
GS- 1 THRU 4	987	179	18.1	113	11.4	5	.5	1	.1	689	69.8
GS- 5 THRU 8	1,053	57	5.4	76	7.2	2	.2	1	.1	917	87.1
GS- 9 THRU 11	1,076	30	2.8	42	3.9	4	.4	2	.2	998	92.8
GS-12 THRU 13	602	3	.5	12	2.0	1	.2			586	97.3
GS-14 THRU 15	179			17	9.5			1	.6	161	89.9
GS-16 THRU 18	8									8	100.0
TOTAL WAGE SYSTEMS.....	873	238	27.3	22	2.5	4	.5	11	1.3	598	68.5
UP THRU $5,499	238	142	59.7	12	5.0	3	1.3	1	.4	80	33.6
$ 5,500 THRU $ 6,999	166	75	45.2	4	2.4			4	2.4	83	50.0
$ 7,000 THRU $ 7,999	251	17	6.8	4	1.6	1	.4	6	2.4	223	88.8
$ 8,000 THRU $ 8,999	136	3	2.2							133	97.8
$ 9,000 THRU $ 9,999	46	1	2.2							45	97.8
$10,000 THRU $13,999	32			2	6.3					30	93.8
$14,000 THRU $17,999	3									3	100.0
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	4,777	733	15.3	160	3.3	1		7	.1	3,876	81.1
PFS- 1 THRU 5*	4,205	694	16.5	150	3.6			7	.2	3,354	79.8
PFS- 6 THRU 9	475	38	8.0	7	1.5					430	90.5
PFS-10 THRU 12	80	1	1.3	3	3.8	1	1.3			75	93.8
PFS-13 THRU 16	16									16	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	125	10	8.0	12	9.6					103	82.4
UP THRU $6,499	51	10	19.6	5	9.8					36	70.6
$ 6,500 THRU $ 9,999	34			4	11.8					30	88.2
$10,000 THRU $13,999	15			2	13.3					13	86.7
$14,000 THRU $17,999	9			1	11.1					8	88.9
$18,000 THRU $25,999	13									13	100.0
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 4-42

STANDARD METROPOLITAN STATISTICAL AREA
MILWAUKEE, WISCONSIN

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9,925	1,138	11.5	64	.6	17	.2	16	.2	8,690	87.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,530	303	8.6	18	.5	7	.2	10	.3	3,200	90.4
GS- 1 THRU 4	948	197	20.8	3	.3	5	.5	1	.1	742	78.3
GS- 5 THRU 8	1,056	84	8.0	6	.6	1	.1	2	.2	963	91.2
GS- 9 THRU 11	817	16	2.0	3	.4	1	.1	2	.2	795	97.3
GS-12 THRU 13	528	4	.8	2	.4			1	.2	521	98.7
GS-14 THRU 15	184	1	.5	4	2.2			4	2.2	175	95.1
GS-16 THRU 18	5	1	20.0							4	80.0
TOTAL WAGE SYSTEMS.....	825	213	25.8	5	.6	2	.2			605	73.3
LP THRU $5,499											
$ 5,500 THRU $ 6,999	178	80	44.9	1	.6	2	1.1			95	53.4
$ 7,000 THRU $ 7,999	208	100	48.1	2	1.0					106	51.0
$ 8,000 THRU $ 8,999	119	14	11.8	1	.8					104	87.4
$ 9,000 THRU $ 9,999	199	16	8.0	1	.5					182	91.5
$10,000 THRU $13,999	120	3	2.5							117	97.5
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	5,479	615	11.2	40	.7	6	.1	4	.1	4,814	87.9
PFS- 1 THRU 5*	4,851	580	12.0	40	.8	6	.1	3	.1	4,222	87.0
PFS- 6 THRU 9	497	32	6.4					1	.2	464	93.4
PFS-10 THRU 12	116	2	1.7							114	98.3
PFS-13 THRU 16	15	1	6.7							14	93.3
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	83	7	8.4	1	1.2	2	2.4	2	2.4	71	85.5
LP THRU $6,499	45	7	15.6	1	2.2	1	2.2			36	80.0
$ 6,500 THRU $ 9,999	24					1	4.2	1	4.2	22	91.7
$10,000 THRU $13,999	9									9	100.0
$14,000 THRU $17,999	3							1	33.3	2	66.7
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-42a

STANDARD METROPOLITAN STATISTICAL AREA
MILWAUKEE, WISCONSIN

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	10,363	1,088	10.5	55	.5	16	.2	18	.2	9,186	88.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,705	282	7.6	21	.6	5	.1	12	.3	3,385	91.4
GS- 1 THRU 4	1,008	190	18.8	3	.3	3	.3	3	.3	809	80.3
GS- 5 THRU 8	1,165	64	5.5	9	.8	1	.1	2	.2	1,089	93.5
GS- 9 THRU 11	852	23	2.7	4	.5	1	.1	4	.5	820	96.2
GS-12 THRU 13	494	3	.6					1	.2	490	99.2
GS-14 THRU 15	183	2	1.1	5	2.7			2	1.1	174	95.1
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	1,118	217	19.4	5	.4	2	.2			894	80.0
UP THRU $5,499	6	4	66.7							2	33.3
$ 5,500 THRU $ 6,999	359	171	47.6	2	.6	2	.6			184	51.3
$ 7,000 THRU $ 7,999	150	16	10.7	1	.7					133	88.7
$ 8,000 THRU $ 8,999	335	17	5.1	1	.3					317	94.6
$ 9,000 THRU $ 9,999	188	8	4.3	1	.5					179	95.2
$10,000 THRU $13,999	80	1	1.3							79	98.8
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	5,454	583	10.7	28	.5	7	.1	5	.1	4,831	88.6
PFS- 1 THRU 5*	4,894	551	11.3	28	.6	7	.1	4	.1	4,304	87.9
PFS- 6 THRU 9	442	30	6.8					1	.2	411	93.0
PFS-10 THRU 12	103	2	1.9							101	98.1
PFS-13 THRU 16	14									14	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	86	6	7.0	1	1.2	2	2.3	1	1.2	76	88.4
UP THRU $6,499	55	6	10.9	1	1.8	1	1.8			47	85.5
$ 6,500 THRU $ 9,999	21					1	4.8	1	4.8	19	90.5
$10,000 THRU $13,999	7									7	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 4-43

STANDARD METROPOLITAN STATISTICAL AREA
MOBILE, ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,141	308	14.4	5	.2	2	.1			1,826	85.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,219	20	1.6	3	.2					1,196	98.1
GS- 1 THRU 4	193	11	5.7	1	.5					181	93.8
GS- 5 THRU 8	310	4	1.3	1	.3					305	98.4
GS- 9 THRU 11	400	5	1.3							395	98.8
GS-12 THRU 13	289			1	.3					288	99.7
GS-14 THRU 15	26									26	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	138	35	25.4			1	.7			102	73.9
UP THRU $5,499	20	16	80.0							4	20.0
$ 5,500 THRU $ 6,999	26	11	42.3			1	3.8			14	53.8
$ 7,000 THRU $ 7,999	16	7	43.8							9	56.3
$ 8,000 THRU $ 8,999	38	1	2.6							37	97.4
$ 9,000 THRU $ 9,999	23									23	100.0
$10,000 THRU $13,999	14									14	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	753	253	33.6	2	.3	1	.1			497	66.0
PFS- 1 THRU 5*	583	215	36.9	1	.2	1	.2			366	62.8
PFS- 6 THRU 9	146	37	25.3	1	.7					108	74.0
PFS-10 THRU 12	19	1	5.3							18	94.7
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	31									31	100.0
UP THRU $6,499	6									6	100.0
$ 6,500 THRU $ 9,999	12									12	100.0
$10,000 THRU $13,999	9									9	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-43a

STANDARD METROPOLITAN STATISTICAL AREA
MOBILE, ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,192	303	13.8	4	.2	1				1,884	85.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,249	19	1.5	2	.2					1,228	98.3
GS- 1 THRU 4	199	11	5.5							188	94.5
GS- 5 THRU 8	336	3	.9	1	.3					332	98.8
GS- 9 THRU 11	409	5	1.2							404	98.8
GS-12 THRU 13	279			1	.4					278	99.6
GS-14 THRU 15	25									25	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	156	32	20.5							124	79.5
UP THRU $5,499	20	16	80.0							4	20.0
$ 5,500 THRU $ 6,999	43	12	27.9							31	72.1
$ 7,000 THRU $ 7,999	58	4	6.9							54	93.1
$ 8,000 THRU $ 8,999	23									23	100.0
$ 9,000 THRU $ 9,999	4									4	100.0
$10,000 THRU $13,999	8									8	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	757	252	33.3	2	.3	1	.1			502	66.3
PFS- 1 THRU 5*	596	220	36.9	1	.2	1	.2			374	62.8
PFS- 6 THRU 9	140	32	22.9	1	.7					107	76.4
PFS-10 THRU 12	16									16	100.0
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	30									30	100.0
UP THRU $6,499	10									10	100.0
$ 6,500 THRU $ 9,999	12									12	100.0
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999	4									4	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY

TABLE 4-44

STANDARD METROPOLITAN STATISTICAL AREA
MONTGOMERY, ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,765	653	13.7	9	.2	1		7	.1	4,095	85.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,880	125	4.3	7	.2			5	.2	2,743	95.2
GS- 1 THRU 4	774	93	12.0	3	.4			2	.3	676	87.3
GS- 5 THRU 8	1,083	20	1.8	1	.1					1,062	98.1
GS- 9 THRU 11	578	8	1.4					1	.2	569	98.4
GS-12 THRU 13	365	4	1.1	2	.5					359	98.4
GS-14 THRU 15	79			1	1.3			2	2.5	76	96.2
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	1,248	423	33.9	2	.2	1	.1	1	.1	821	65.8
LP THRU $5,499	297	245	82.5					1	.3	51	17.2
$ 5,500 THRU $ 6,999	303	148	48.8	1	.3					154	50.8
$ 7,000 THRU $ 7,999	369	26	7.0	1	.3	1	.3			341	92.4
$ 8,000 THRU $ 8,999	180	3	1.7							177	98.3
$ 9,000 THRU $ 9,999	23	1	4.3							22	95.7
$10,000 THRU $13,999	74									74	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	576	99	17.2							477	82.8
PFS- 1 THRU 5*	457	84	18.4							373	81.6
PFS- 6 THRU 9	103	15	14.6							88	85.4
PFS-10 THRU 12	13									13	100.0
PFS-13 THRU 16	3									3	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	61	6	9.8					1	1.6	54	88.5
LP THRU $6,499	9	2	22.2							7	77.8
$ 6,500 THRU $ 9,999	37	3	8.1							34	91.9
$10,000 THRU $13,999	10							1	10.0	9	90.0
$14,000 THRU $17,999	3	1	33.3							2	66.7
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-44a

STANDARD METROPOLITAN STATISTICAL AREA
MONTGOMERY, ALABAMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,690	642	13.7	10	.2	1		7	.1	4,030	85.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,824	116	4.1	8	.3			5	.2	2,695	95.4
GS- 1 THRU 4	779	87	11.2	3	.4			1	.1	688	88.3
GS- 5 THRU 8	1,044	15	1.4	2	.2					1,027	98.4
GS- 9 THRU 11	576	10	1.7					2	.3	564	97.9
GS-12 THRU 13	346	4	1.2	2	.6					340	98.3
GS-14 THRU 15	78			1	1.3			2	2.6	75	96.2
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	1,248	427	34.2	2	.2	1	.1	1	.1	817	65.5
UP THRU $5,499	387	309	79.8					1	.3	77	19.9
$ 5,500 THRU $ 6,999	492	112	22.8	1	.2	1	.2			378	76.8
$ 7,000 THRU $ 7,999	258	5	1.9	1	.4					252	97.7
$ 8,000 THRU $ 8,999	29	1	3.4							28	96.6
$ 9,000 THRU $ 9,999	53									53	100.0
$10,000 THRU $13,999	29									29	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	562	94	16.7							468	83.3
PFS- 1 THRU 5*	449	80	17.8							369	82.2
PFS- 6 THRU 9	99	14	14.1							85	85.9
PFS-10 THRU 12	11									11	100.0
PFS-13 THRU 16	3									3	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	56	5	8.9					1	1.8	50	89.3
UP THRU $6,499	22	3	13.6							19	86.4
$ 6,500 THRU $ 9,999	28	1	3.6					1	3.6	26	92.9
$10,000 THRU $13,999	3									3	100.0
$14,000 THRU $17,999	2	1	50.0							1	50.0
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-45

STANDARD METROPOLITAN STATISTICAL AREA
NASHVILLE, TENNESSEE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,118	838	13.7	9	.1			1		5,270	86.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,583	201	7.8	6	.2					2,376	92.0
GS- 1 THRU 4	584	125	21.4	2	.3					457	78.3
GS- 5 THRU 8	781	49	6.3							732	93.7
GS- 9 THRU 11	638	22	3.4	2	.3					614	96.2
GS-12 THRU 13	472	5	1.1	1	.2					466	98.7
GS-14 THRU 15	106			1	.9					105	99.1
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	1,418	216	15.2							1,202	84.8
UP THRU $5,499	90	73	81.1							17	18.9
$ 5,500 THRU $ 6,999	250	75	30.0							175	70.0
$ 7,000 THRU $ 7,999	209	29	13.9							180	86.1
$ 8,000 THRU $ 8,999	384	29	7.6							355	92.4
$ 9,000 THRU $ 9,999	128	3	2.3							125	97.7
$10,000 THRU $13,999	352	7	2.0							345	98.0
$14,000 THRU $17,999	5									5	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,851	401	21.7	3	.2			1	.1	1,446	78.1
PFS- 1 THRU 5*	1,472	359	24.4	3	.2			1	.1	1,109	75.3
PFS- 6 THRU 9	321	41	12.8							280	87.2
PFS-10 THRU 12	51									51	100.0
PFS-13 THRU 16	6	1	16.7							5	83.3
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	266	20	7.5							246	92.5
UP THRU $6,499	33	14	42.4							19	57.6
$ 6,500 THRU $ 9,999	104	6	5.8							98	94.2
$10,000 THRU $13,999	57									57	100.0
$14,000 THRU $17,999	40									40	100.0
$18,000 THRU $25,999	30									30	100.0
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-45a

STANDARD METROPOLITAN STATISTICAL AREA
NASHVILLE, TENNESSEE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,041	787	13.0	9	.1	2		3		5,240	86.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,573	181	7.0	5	.2	1		2	.1	2,384	92.7
GS- 1 THRU 4	578	113	19.6	1	.2	1	.2			463	80.1
GS- 5 THRU 8	780	40	5.1	2	.3					738	94.6
GS- 9 THRU 11	659	25	3.8					2	.3	632	95.9
GS-12 THRU 13	457	3	.7	1	.2					453	99.1
GS-14 THRU 15	97			1	1.0					96	99.0
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	1,302	171	13.1			1	.1			1,130	86.8
UP THRU $5,499	98	82	83.7							16	16.3
$ 5,500 THRU $ 6,999	212	53	25.0							159	75.0
$ 7,000 THRU $ 7,999	390	27	6.9			1	.3			362	92.8
$ 8,000 THRU $ 8,999	165	3	1.8							162	98.2
$ 9,000 THRU $ 9,999	105	3	2.9							102	97.1
$10,000 THRU $13,999	332	3	.9							329	99.1
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,902	414	21.8	4	.2			1	.1	1,483	78.0
PFS- 1 THRU 5*	1,559	384	24.6	4	.3			1	.1	1,170	75.0
PFS- 6 THRU 9	286	29	10.1							257	89.9
PFS-10 THRU 12	50									50	100.0
PFS-13 THRU 16	6	1	16.7							5	83.3
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	264	21	8.0							243	92.0
UP THRU $6,499	55	18	32.7							37	67.3
$ 6,500 THRU $ 9,999	99	3	3.0							96	97.0
$10,000 THRU $13,999	59									59	100.0
$14,000 THRU $17,999	32									32	100.0
$18,000 THRU $25,999	19									19	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 4-46

STANDARD METROPOLITAN STATISTICAL AREA
NEW ORLEANS, LOUISIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	12,405	3,733	30.1	137	1.1	4		19	.2	8,512	68.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,105	936	13.2	76	1.1	3		15	.2	6,075	85.5
GS- 1 THRU 4	1,991	568	28.5	11	.6			6	.3	1,406	70.6
GS- 5 THRU 8	2,071	252	12.2	24	1.2			2	.1	1,793	86.6
GS- 9 THRU 11	1,682	99	5.9	24	1.4	2	.1	4	.2	1,553	92.3
GS-12 THRU 13	1,068	16	1.5	12	1.1	1	.1	3	.3	1,036	97.0
GS-14 THRU 15	285	1	.4	5	1.8					279	97.9
GS-16 THRU 18	8									8	100.0
TOTAL WAGE SYSTEMS.....	1,546	681	44.0	46	3.0	1	.1	1	.1	817	52.8
LP THRU $5,499	169	123	72.8	13	7.7					33	19.5
$ 5,500 THRU $ 6,999	470	353	75.1	15	3.2	1	.2			101	21.5
$ 7,000 THRU $ 7,999	268	113	42.2	4	1.5			1	.4	150	56.0
$ 8,000 THRU $ 8,999	321	73	22.7	4	1.2					244	76.0
$ 9,000 THRU $ 9,999	179	16	8.9	8	4.5					155	86.6
$10,000 THRU $13,999	130	3	2.3	2	1.5					125	96.2
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER	5									5	100.0
TOTAL POSTAL FIELD SERVICE.....	3,526	2,103	59.6	10	.3			2	.1	1,411	40.0
PFS- 1 THRU 5*	2,829	1,792	63.3	9	.3			2	.1	1,026	36.3
PFS- 6 THRU 9	598	301	50.3	1	.2					296	49.5
PFS-10 THRU 12	84	10	11.9							74	88.1
PFS-13 THRU 16	14									14	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	228	13	5.7	5	2.2			1	.4	209	91.7
LP THRU $6,499	26	10	38.5					1	3.8	15	57.7
$ 6,500 THRU $ 9,999	81	1	1.2							80	98.8
$10,000 THRU $13,999	104	1	1.0	5	4.8					98	94.2
$14,000 THRU $17,999	9	1	11.1							8	88.9
$18,000 THRU $25,999	6									6	100.0
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-46a

STANDARD METROPOLITAN STATISTICAL AREA
NEW ORLEANS, LOUISIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	12,651	3,708	29.3	114	.9	5		21	.2	8,803	69.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,214	867	12.0	71	1.0	4	.1	19	.3	6,253	86.7
GS- 1 THRU 4	2,060	575	27.9	18	.9	1		5	.2	1,461	70.9
GS- 5 THRU 8	2,064	200	9.7	17	.8			2	.1	1,845	89.4
GS- 9 THRU 11	1,775	83	4.7	21	1.2	1	.1	3	.2	1,667	93.9
GS-12 THRU 13	1,035	8	.8	10	1.0	1	.1	9	.9	1,007	97.3
GS-14 THRU 15	273	1	.4	5	1.8	1	.4			266	97.4
GS-16 THRU 18	7									7	100.0
TOTAL WAGE SYSTEMS.....	1,696	705	41.6	31	1.8	1	.1			959	56.5
UP THRU $5,499	198	158	79.8	12	6.1					28	14.1
$ 5,500 THRU $ 6,999	522	379	72.6	9	1.7	1	.2			133	25.5
$ 7,000 THRU $ 7,999	340	130	38.2	2	.6					208	61.2
$ 8,000 THRU $ 8,999	386	32	8.3	7	1.8					347	89.9
$ 9,000 THRU $ 9,999	133	5	3.8	1	.8					127	95.5
$10,000 THRU $13,999	106	1	.9							105	99.1
$14,000 THRU $17,999	7									7	100.0
$18,000 AND OVER	4									4	100.0
TOTAL POSTAL FIELD SERVICE.....	3,531	2,122	60.1	8	.2			2	.1	1,399	39.6
PFS- 1 THRU 5*	2,899	1,839	63.4	7	.2			2	.1	1,051	36.3
PFS- 6 THRU 9	547	276	50.5	1	.2					270	49.4
PFS-10 THRU 12	74	7	9.5							67	90.5
PFS-13 THRU 16	10									10	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	210	14	6.7	4	1.9					192	91.4
UP THRU $6,499	45	12	26.7							33	73.3
$ 6,500 THRU $ 9,999	114	1	.9	1	.9					112	98.2
$10,000 THRU $13,999	27			1	3.7					26	96.3
$14,000 THRU $17,999	18	1	5.6	2	11.1					15	83.3
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-47

STANDARD METROPOLITAN STATISTICAL AREA
NEW YORK, NEW YORK

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	118,576	30,868	26.0	6,538	5.5	73	.1	534	.5	80,563	67.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	34,474	6,687	19.4	1,014	2.9	27	.1	202	.6	26,544	77.0
GS- 1 THRU 4	8,308	3,040	36.6	471	5.7	7	.1	11	.1	4,779	57.5
GS- 5 THRU 8	10,254	2,560	25.0	333	3.2	11	.1	54	.5	7,296	71.2
GS- 9 THRU 11	8,051	743	9.2	123	1.5	6	.1	85	1.1	7,094	88.1
GS-12 THRU 13	6,181	273	4.4	56	.9	1		29	.5	5,822	94.2
GS-14 THRU 15	1,612	66	4.1	30	1.9	2	.1	23	1.4	1,491	92.5
GS-16 THRU 18	68	5	7.4	1	1.5					62	91.2
TOTAL WAGE SYSTEMS.....	7,452	2,391	32.1	739	9.9	7	.1	60	.8	4,255	57.1
UP THRU $5,499	1,061	311	29.3	291	27.4			29	2.7	430	40.5
$ 5,500 THRU $ 6,999	2,719	1,348	49.6	310	11.4	3	.1	16	.6	1,042	38.3
$ 7,000 THRU $ 7,999	1,049	348	33.2	60	5.7			4	.4	637	60.7
$ 8,000 THRU $ 8,999	1,366	230	16.8	38	2.8	2	.1	1	.1	1,095	80.2
$ 9,000 THRU $ 9,999	680	108	15.9	29	4.3	2	.3	6	.9	535	78.7
$10,000 THRU $13,999	489	43	8.8	9	1.8			3	.6	434	88.8
$14,000 THRU $17,999	41	2	4.9					1	2.4	38	92.7
$18,000 AND OVER	47	1	2.1	2	4.3					44	93.6
TOTAL POSTAL FIELD SERVICE.....	75,828	21,663	28.6	4,755	6.3	39	.1	264	.3	49,107	64.8
PFS- 1 THRU 5*	68,972	20,241	29.3	4,583	6.6	35	.1	249	.4	43,864	63.6
PFS- 6 THRU 9	5,560	1,301	23.4	155	2.8	4	.1	15	.3	4,085	73.5
PFS-10 THRU 12	1,071	100	9.3	16	1.5					955	89.2
PFS-13 THRU 16	213	20	9.4	1	.5					192	90.1
PFS-17 THRU 19	11									11	100.0
PFS-20 THRU 21	1	1	100.0								
TOTAL OTHER PAY SYSTEMS	822	127	15.5	30	3.6			8	1.0	657	79.9
UP THRU $6,499	219	49	22.4	15	6.8			4	1.8	151	68.9
$ 6,500 THRU $ 9,999	277	61	22.0	12	4.3			1	.4	203	73.3
$10,000 THRU $13,999	123	12	9.8	3	2.4			2	1.6	106	86.2
$14,000 THRU $17,999	88	3	3.4							85	96.6
$18,000 THRU $25,999	94	1	1.1					1	1.1	92	97.9
$26,000 AND OVER	21	1	4.8							20	95.2

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-47a

STANDARD METROPOLITAN STATISTICAL AREA
NEW YORK,NEW YORK

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	113,254	28,995	25.6	5,564	4.9	50		405	.4	78,240	69.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	34,550	6,443	18.6	938	2.7	14		168	.5	26,987	78.1
GS- 1 THRU 4	8,366	3,083	36.9	422	5.0	4		17	.2	4,840	57.9
GS- 5 THRU 8	9,826	2,351	23.9	302	3.1	4		46	.5	7,123	72.5
GS- 9 THRU 11	8,375	684	8.2	126	1.5	2		59	.7	7,504	89.6
GS-12 THRU 13	6,293	267	4.2	61	1.0	3		28	.4	5,934	94.3
GS-14 THRU 15	1,620	55	3.4	26	1.6	1	.1	18	1.1	1,520	93.8
GS-16 THRU 18	70	3	4.3	1	1.4					66	94.3
TOTAL WAGE SYSTEMS.....	8,791	2,507	28.5	829	9.4	9	.1	73	.8	5,373	61.1
UP THRU $5,499	1,555	451	29.0	382	24.6			41	2.6	681	43.8
$ 5,500 THRU $ 6,999	3,133	1,476	47.1	330	10.5	5	.2	20	.6	1,302	41.6
$ 7,000 THRU $ 7,999	1,210	262	21.7	44	3.6	1	.1	1	.1	902	74.5
$ 8,000 THRU $ 8,999	1,670	202	12.1	49	2.9	1	.1	4	.2	1,414	84.7
$ 9,000 THRU $ 9,999	553	78	14.1	16	2.9	2	.4	5	.9	452	81.7
$10,000 THRU $13,999	573	35	6.1	5	.9			2	.3	531	92.7
$14,000 THRU $17,999	32	1	3.1	1	3.1					30	93.8
$18,000 AND OVER	65	2	3.1	2	3.1					61	93.8
TOTAL POSTAL FIELD SERVICE.....	69,085	19,912	28.8	3,772	5.5	26		160	.2	45,215	65.4
PFS- 1 THRU 5*	62,152	18,657	30.0	3,612	5.8	24		146	.2	39,713	63.9
PFS- 6 THRU 9	5,314	1,132	21.3	141	2.7	2		14	.3	4,025	75.7
PFS-10 THRU 12	1,160	98	8.4	14	1.2					1,048	90.3
PFS-13 THRU 16	422	24	5.7	5	1.2					393	93.1
PFS-17 THRU 19	34	1	2.9							33	97.1
PFS-20 THRU 21	3									3	100.0
TOTAL OTHER PAY SYSTEMS	828	133	16.1	25	3.0	1	.1	4	.5	665	80.3
UP THRU $6,499	317	80	25.2	19	6.0	1	.3	3	.9	214	67.5
$ 6,500 THRU $ 9,999	250	46	18.4	5	2.0					199	79.6
$10,000 THRU $13,999	91	4	4.4	1	1.1			1	1.1	85	93.4
$14,000 THRU $17,999	89	2	2.2							87	97.8
$18,000 THRU $25,999	64									64	100.0
$26,000 AND OVER	17	1	5.9							16	94.1

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-48

STANDARD METROPOLITAN STATISTICAL AREA
NEWARK, NEW JERSEY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	20,701	3,586	17.3	143	.7	9		70	.3	16,893	81.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	10,574	1,214	11.5	41	.4	7	.1	64	.6	9,248	87.5
GS- 1 THRU 4	1,918	584	30.4	10	.5			1	.1	1,323	69.0
GS- 5 THRU 8	2,049	356	17.4	10	.5	3	.1	7	.3	1,673	81.6
GS- 9 THRU 11	2,989	171	5.7	13	.4	1		22	.7	2,782	93.1
GS-12 THRU 13	2,967	92	3.1	7	.2	3	.1	21	.7	2,844	95.9
GS-14 THRU 15	636	11	1.7	1	.2			13	2.0	611	96.1
GS-16 THRU 18	15									15	100.0
TOTAL WAGE SYSTEMS.....	2,403	490	20.4	43	1.8			2	.1	1,868	77.7
UP THRU $5,499											
$ 5,500 THRU $ 6,999	482	285	59.1	7	1.5					190	39.4
$ 7,000 THRU $ 7,999	563	117	20.8	15	2.7					431	76.6
$ 8,000 THRU $ 8,999	590	52	8.8	12	2.0			1	.2	525	89.0
$ 9,000 THRU $ 9,999	497	32	6.4	8	1.6			1	.2	456	91.8
$10,000 THRU $13,999	267	4	1.5	1	.4					262	98.1
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	7,623	1,852	24.3	58	.8	2		4	.1	5,707	74.9
PFS- 1 THRU 5*	6,580	1,667	25.3	55	.8	2		4	.1	4,852	73.7
PFS- 6 THRU 9	837	174	20.8	3	.4					660	78.9
PFS-10 THRU 12	174	8	4.6							166	95.4
PFS-13 THRU 16	31	3	9.7							28	90.3
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	101	30	29.7	1	1.0					70	69.3
UP THRU $6,499	39	23	59.0	1	2.6					15	38.5
$ 6,500 THRU $ 9,999	33	6	18.2							27	81.8
$10,000 THRU $13,999	6									6	100.0
$14,000 THRU $17,999	13									13	100.0
$18,000 THRU $25,999	8	1	12.5							7	87.5
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1969 MINORITY GROUP STUDY TABLE 4-48a

STANDARD METROPOLITAN STATISTICAL AREA
NEWARK, NEW JERSEY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	21,742	3,721	17.1	143	.7	7		57	.3	17,814	81.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	10,794	1,174	10.9	44	.4	5		53	.5	9,518	88.2
GS- 1 THRU 4	2,110	587	27.8	10	.5			3	.1	1,510	71.6
GS- 5 THRU 8	2,181	327	15.0	15	.7	1		4	.2	1,834	84.1
GS- 9 THRU 11	3,057	173	5.7	9	.3	3	.1	23	.8	2,849	93.2
GS-12 THRU 13	2,832	82	2.9	9	.3	1		15	.5	2,725	96.2
GS-14 THRU 15	600	5	.8	1	.2			8	1.3	586	97.7
GS-16 THRU 18	14									14	100.0
TOTAL WAGE SYSTEMS.....	3,094	619	20.0	46	1.5					2,429	78.5
UP THRU $5,499											
$ 5,500 THRU $ 6,999	865	421	48.7	18	2.1					426	49.2
$ 7,000 THRU $ 7,999	747	124	16.6	13	1.7					610	81.7
$ 8,000 THRU $ 8,999	913	43	4.7	10	1.1					860	94.2
$ 9,000 THRU $ 9,999	366	27	7.4	5	1.4					334	91.3
$10,000 THRU $13,999	195	4	2.1							191	97.9
$14,000 THRU $17,999	8									8	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	7,762	1,902	24.5	53	.7	2		4	.1	5,801	74.7
PFS- 1 THRU 5*	6,741	1,726	25.6	49	.7	2		4	.1	4,960	73.6
PFS- 6 THRU 9	818	166	20.3	4	.5					648	79.2
PFS-10 THRU 12	172	9	5.2							163	94.8
PFS-13 THRU 16	30	1	3.3							29	96.7
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	92	26	28.3							66	71.7
UP THRU $6,499	51	23	45.1							28	54.9
$ 6,500 THRU $ 9,999	18	2	11.1							16	88.9
$10,000 THRU $13,999	11									11	100.0
$14,000 THRU $17,999	7	1	14.3							6	85.7
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-49

STANDARD METROPOLITAN STATISTICAL AREA
NEWPORT NEWS-HAMPTON,VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	13,237	2,816	21.3	23	.2	4		13	.1	10,381	78.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	9,012	833	9.2	21	.2	3		9	.1	8,146	90.4
GS- 1 THRU 4	1,645	401	24.4	5	.3			1	.1	1,238	75.3
GS- 5 THRU 8	2,448	262	10.7	2	.1			3	.1	2,181	89.1
GS- 9 THRU 11	2,471	150	6.1	6	.2	2	.1	1		2,312	93.6
GS-12 THRU 13	1,736	19	1.1	4	.2	1	.1	4	.2	1,708	98.4
GS-14 THRU 15	681	1	.1	4	.6					676	99.3
GS-16 THRU 18	31									31	100.0
TOTAL WAGE SYSTEMS.....	3,671	1,713	46.7	2	.1	1		3	.1	1,952	53.2
LP THRU $5,499	315	284	90.2	1	.3					30	9.5
$ 5,500 THRU $ 6,999	967	670	69.3			1	.1			296	30.6
$ 7,000 THRU $ 7,999	1,225	516	42.1					1	.1	708	57.8
$ 8,000 THRU $ 8,999	683	177	25.9	1	.1			1	.1	504	73.8
$ 9,000 THRU $ 9,999	204	40	19.6					1	.5	163	79.9
$10,000 THRU $13,999	268	26	9.7							242	90.3
$14,000 THRU $17,999	7									7	100.0
$18,000 AND OVER	2									2	100.0
TOTAL POSTAL FIELD SERVICE.....	490	254	51.8					1	.2	235	48.0
PFS- 1 THRU 5*	420	226	53.8					1	.2	193	46.0
PFS- 6 THRU 9	57	26	45.6							31	54.4
PFS-10 THRU 12	9	2	22.2							7	77.8
PFS-13 THRU 16	4									4	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	64	16	25.0							48	75.0
LP THRU $6,499	18	12	66.7							6	33.3
$ 6,500 THRU $ 9,999	8	4	50.0							4	50.0
$10,000 THRU $13,999	3									3	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999											
$26,000 AND OVER	34									34	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-49a

STANDARD METROPOLITAN STATISTICAL AREA
NEWPORT NEWS-HAMPTON,VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	15,570	3,001	19.3	20	.1	3		10	.1	12,536	80.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	10,369	859	8.3	17	.2	3		8	.1	9,482	91.4
GS- 1 THRU 4	2,090	406	19.4	2	.1					1,682	80.5
GS- 5 THRU 8	2,908	281	9.7	2	.1			1		2,624	90.2
GS- 9 THRU 11	2,720	155	5.7	5	.2	2	.1	2	.1	2,556	94.0
GS-12 THRU 13	1,947	16	.8	3	.2	1	.1	2	.1	1,925	98.9
GS-14 THRU 15	667	1	.1	5	.7			3	.4	658	98.7
GS-16 THRU 18	37									37	100.0
TOTAL WAGE SYSTEMS.....	4,656	1,870	40.2	3	.1			2		2,781	59.7
UP THRU $5,499	733	498	67.9	1	.1					234	31.9
$ 5,500 THRU $ 6,999	1,600	900	56.3	2	.1			1	.1	697	43.6
$ 7,000 THRU $ 7,999	1,438	357	24.8					1	.1	1,080	75.1
$ 8,000 THRU $ 8,999	531	91	17.1							440	82.9
$ 9,000 THRU $ 9,999	210	22	10.5							188	89.5
$10,000 THRU $13,999	140	2	1.4							138	98.6
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER	2									2	100.0
TOTAL POSTAL FIELD SERVICE.....	481	253	52.6							228	47.4
PFS- 1 THRU 5*	418	227	54.3							191	45.7
PFS- 6 THRU 9	52	24	46.2							28	53.8
PFS-10 THRU 12	7	2	28.6							5	71.4
PFS-13 THRU 16	4									4	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	64	19	29.7							45	70.3
UP THRU $6,499	23	15	65.2							8	34.8
$ 6,500 THRU $ 9,999	9	4	44.4							5	55.6
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	31									31	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY

TABLE 4-50

STANDARD METROPOLITAN STATISTICAL AREA
NORFOLK-PORTSMOUTH, VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	31,594	8,180	25.9	45	.1	8		48	.2	23,313	73.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12,037	1,162	9.7	31	.3	2		32	.3	10,810	89.8
GS- 1 THRU 4	4,142	730	17.6	10	.2	1		15	.4	3,386	81.7
GS- 5 THRU 8	3,271	305	9.3	6	.2			7	.2	2,953	90.3
GS- 9 THRU 11	2,893	106	3.7	10	.3			4	.1	2,773	95.9
GS-12 THRU 13	1,548	21	1.4	4	.3			6	.4	1,517	98.0
GS-14 THRU 15	180			1	.6	1	.6			178	98.9
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	17,653	6,232	35.3	10	.1	4		14	.1	11,393	64.5
LP THRU $5,499	1,077	519	48.2					2	.2	556	51.6
$ 5,500 THRU $ 6,999	3,805	2,710	71.2	3	.1	1		4	.1	1,087	28.6
$ 7,000 THRU $ 7,999	2,594	1,193	46.0	1				4	.2	1,396	53.8
$ 8,000 THRU $ 8,999	7,717	1,638	21.2	4	.1	1		3		6,071	78.7
$ 9,000 THRU $ 9,999	908	89	9.8	2	.2			1	.1	816	89.9
$10,000 THRU $13,999	1,464	83	5.7			2	.1			1,379	94.2
$14,000 THRU $17,999	48									48	100.0
$18,000 AND OVER	40									40	100.0
TOTAL POSTAL FIELD SERVICE.....	1,789	785	43.9	3	.2	1	.1	2	.1	998	55.8
PFS- 1 THRU 5*	1,428	667	46.7	1	.1	1	.1	2	.1	757	53.0
PFS- 6 THRU 9	313	114	36.4	2	.6					197	62.9
PFS-10 THRU 12	38	4	10.5							34	89.5
PFS-13 THRU 16	9									9	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	115	1	.9	1	.9	1	.9			112	97.4
LP THRU $6,499	39					1	2.6			38	97.4
$ 6,500 THRU $ 9,999	30									30	100.0
$10,000 THRU $13,999	36			1	2.8					35	97.2
$14,000 THRU $17,999	5									5	100.0
$18,000 THRU $25,999	5	1	20.0							4	80.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-50a

STANDARD METROPOLITAN STATISTICAL AREA
NORFOLK-PORTSMOUTH, VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	34,361	8,932	26.0	37	.1	6		47	.1	25,339	73.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12,424	1,180	9.5	20	.2	1		27	.2	11,196	90.1
GS- 1 THRU 4	4,566	771	16.9	10	.2	1		12	.3	3,772	82.6
GS- 5 THRU 8	3,493	316	9.0	4	.1			6	.2	3,167	90.7
GS- 9 THRU 11	2,769	79	2.9	4	.1			6	.2	2,680	96.8
GS-12 THRU 13	1,448	14	1.0	2	.1			3	.2	1,429	98.7
GS-14 THRU 15	147									147	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	19,976	6,966	34.9	13	.1	4		18	.1	12,975	65.0
UP THRU $5,499	7,153	2,607	36.4	3		1		5	.1	4,537	63.4
$ 5,500 THRU $ 6,999	5,527	3,112	56.3	7	.1			7	.1	2,401	43.4
$ 7,000 THRU $ 7,999	4,918	1,046	21.3	2		1		3	.1	3,866	78.6
$ 8,000 THRU $ 8,999	1,086	156	14.4	1	.1	1	.1	2	.2	926	85.3
$ 9,000 THRU $ 9,999	628	37	5.9							591	94.1
$10,000 THRU $13,999	589	8	1.4			1	.2	1	.2	579	98.3
$14,000 THRU $17,999	67									67	100.0
$18,000 AND OVER	8									8	100.0
TOTAL POSTAL FIELD SERVICE.....	1,828	783	42.8	4	.2	1	.1	1	.1	1,039	56.8
PFS- 1 THRU 5*	1,482	668	45.1	2	.1	1	.1	1	.1	810	54.7
PFS- 6 THRU 9	301	113	37.5	2	.7					186	61.8
PFS-10 THRU 12	35	2	5.7							33	94.3
PFS-13 THRU 16	10									10	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	133	3	2.3					1	.8	129	97.0
UP THRU $6,499	59	2	3.4					1	1.7	56	94.9
$ 6,500 THRU $ 9,999	46									46	100.0
$10,000 THRU $13,999	17									17	100.0
$14,000 THRU $17,999	6									6	100.0
$18,000 THRU $25,999	5	1	20.0							4	80.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY

TABLE 4-51

STANDARD METROPOLITAN STATISTICAL AREA
OGDEN, UTAH

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,572	97	1.5	260	4.0	18	.3	62	.9	6,[illegible]53	93.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,853	27	.7	64	1.7	5	.1	45	1.2	3,712	96.3
GS- 1 THRU 4	1,419	14	1.0	42	3.0	2	.1	18	1.3	1,343	94.6
GS- 5 THRU 8	1,627	10	.6	16	1.0	2	.1	20	1.2	1,579	97.0
GS- 9 THRU 11	525	3	.6	6	1.1	1	.2	5	1.0	510	97.1
GS-12 THRU 13	233							2	.9	231	99.1
GS-14 THRU 15	46									46	100.0
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	2,339	65	2.8	186	8.0	13	.6	12	.5	2,063	88.2
LP THRU $5,499	8			5	62.5					3	37.5
$ 5,500 THRU $ 6,999	1,188	30	2.5	125	10.5	6	.5	5	.4	1,022	86.0
$ 7,000 THRU $ 7,999	738	27	3.7	47	6.4	6	.8	6	.8	652	88.3
$ 8,000 THRU $ 8,999	185	5	2.7	5	2.7	1	.5			174	94.1
$ 9,000 THRU $ 9,999	92	1	1.1	1	1.1			1	1.1	89	96.7
$10,000 THRU $13,999	127	2	1.6	3	2.4					122	96.1
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	375	5	1.3	10	2.7			5	1.3	355	94.7
PFS- 1 THRU 5*	308	5	1.6	10	3.2			5	1.6	288	93.5
PFS- 6 THRU 9	59									59	100.0
PFS-10 THRU 12	8									8	100.0
PFS-13 THRU 16											
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	5									5	100.0
LP THRU $6,499	2									2	100.0
$ 6,500 THRU $ 9,999	3									3	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1969 MINORITY GROUP STUDY

TABLE 4-51a

STANDARD METROPOLITAN STATISTICAL AREA
OGDEN, UTAH

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,079	106	1.5	254	3.6	19	.3	60	.8	6,640	93.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,136	28	.7	63	1.5	7	.2	41	1.0	3,997	96.6
GS- 1 THRU 4	1,856	16	.9	43	2.3	2	.1	17	.9	1,778	95.8
GS- 5 THRU 8	1,515	9	.6	16	1.1	4	.3	16	1.1	1,470	97.0
GS- 9 THRU 11	493	3	.6	4	.8	1	.2	6	1.2	479	97.2
GS-12 THRU 13	230							2	.9	228	99.1
GS-14 THRU 15	39									39	100.0
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	2,557	71	2.8	180	7.0	12	.5	14	.5	2,280	89.2
UP THRU $5,499	8									8	100.0
$ 5,500 THRU $ 6,999	1,871	59	3.2	159	8.5	9	.5	12	.6	1,632	87.2
$ 7,000 THRU $ 7,999	339	8	2.4	16	4.7	2	.6	1	.3	312	92.0
$ 8,000 THRU $ 8,999	185	2	1.1	3	1.6	1	.5			179	96.8
$ 9,000 THRU $ 9,999	78	1	1.3	2	2.6			1	1.3	74	94.9
$10,000 THRU $13,999	75	1	1.3							74	98.7
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	382	7	1.8	1	2.9			5	1.3	359	94.0
PFS- 1 THRU 5*	315	7	2.2	11	3.5			5	1.6	292	92.7
PFS- 6 THRU 9	60									60	100.0
PFS-10 THRU 12	7									7	100.0
PFS-13 THRU 16											
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	4									4	100.0
UP THRU $6,499	3									3	100.0
$ 6,500 THRU $ 9,999	1									1	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 4-52

STANDARD METROPOLITAN STATISTICAL AREA
OKLAHOMA CITY, OKLAHOMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	32,498	2,764	8.5	207	.6	998	3.1	14		28,515	87.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	15,486	719	4.6	106	.7	464	3.0	9	.1	14,188	91.6
GS- 1 THRU 4	3,185	313	9.8	21	.7	129	4.1	4	.1	2,718	85.3
GS- 5 THRU 8	4,141	239	5.8	27	.7	151	3.6	1		3,723	89.9
GS- 9 THRU 11	5,246	142	2.7	44	.8	130	2.5	1		4,929	94.0
GS-12 THRU 13	2,552	22	.9	13	.5	46	1.8	3	.1	2,468	96.7
GS-14 THRU 15	349	3	.9	1	.3	8	2.3			337	96.6
GS-16 THRU 18	13									13	100.0
TOTAL WAGE SYSTEMS.....	14,451	1,775	12.3	87	.6	478	3.3	3		12,108	83.8
UP THRU $5,499	186	79	42.5	1	.5	16	8.6			90	48.4
$ 5,500 THRU $ 6,999	1,824	350	19.2	9	.5	51	2.8	1	.1	1,413	77.5
$ 7,000 THRU $ 7,999	4,020	733	18.2	23	.6	115	2.9	1		3,148	78.3
$ 8,000 THRU $ 8,999	3,415	383	11.2	21	.6	110	3.2	1		2,900	84.9
$ 9,000 THRU $ 9,999	3,456	192	5.6	26	.8	121	3.5			3,117	90.2
$10,000 THRU $13,999	1,453	37	2.5	7	.5	63	4.3			1,346	92.6
$14,000 THRU $17,999	87	1	1.1			2	2.3			84	96.6
$18,000 AND OVER	10									10	100.0
TOTAL POSTAL FIELD SERVICE.....	2,497	267	10.7	14	.6	55	2.2	1		2,160	86.5
PFS- 1 THRU 5*	2,029	241	11.9	13	.6	42	2.1	1		1,732	85.4
PFS- 6 THRU 9	335	23	6.9	1	.3	10	3.0			301	89.9
PFS-10 THRU 12	78	1	1.3			2	2.6			75	96.2
PFS-13 THRU 16	45	2	4.4			1	2.2			42	93.3
PFS-17 THRU 19	10									10	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	64	3	4.7			1	1.6	1	1.6	59	92.2
UP THRU $6,499	12	2	16.7			1	8.3			9	75.0
$ 6,500 THRU $ 9,999	13									13	100.0
$10,000 THRU $13,999	30							1	3.3	29	96.7
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	3	1	33.3							2	66.7
$26,000 AND OVER	4									4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1969 MINORITY GROUP STUDY

TABLE 4-52a

STANDARD METROPOLITAN STATISTICAL AREA
OKLAHOMA CITY, OKLAHOMA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	33,411	2,767	8.3	203	.6	1,075	3.2	18	.1	29,348	87.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	15,857	679	4.3	103	.6	490	3.1	13	.1	14,572	91.9
GS- 1 THRU 4	3,627	316	8.7	23	.6	156	4.3	6	.2	3,126	86.2
GS- 5 THRU 8	4,114	212	5.2	24	.6	137	3.3	1		3,740	90.9
GS- 9 THRU 11	5,400	131	2.4	45	.8	139	2.6	4	.1	5,081	94.1
GS-12 THRU 13	2,346	18	.8	10	.4	50	2.1	2	.1	2,266	96.6
GS-14 THRU 15	358	2	.6	1	.3	8	2.2			347	96.9
GS-16 THRU 18	12									12	100.0
TOTAL WAGE SYSTEMS.....	15,095	1,825	12.1	90	.6	520	3.4	4		12,656	83.8
UP THRU $5,499	386	158	40.9	7	1.8	24	6.2	1	.3	196	50.8
$ 5,500 THRU $ 6,999	6,275	1,069	17.0	27	.4	190	3.0	3		4,986	79.5
$ 7,000 THRU $ 7,999	6,599	547	8.3	49	.7	231	3.5			5,772	87.5
$ 8,000 THRU $ 8,999	939	28	3.0	3	.3	41	4.4			867	92.3
$ 9,000 THRU $ 9,999	430	18	4.2	4	.9	21	4.9			387	90.0
$10,000 THRU $13,999	437	5	1.1			13	3.0			419	95.9
$14,000 THRU $17,999	24									24	100.0
$18,000 AND OVER	5									5	100.0
TOTAL POSTAL FIELD SERVICE.....	2,388	261	10.9	10	.4	52	2.2	1		2,064	86.4
PFS- 1 THRU 5*	2,043	242	11.8	10	.5	42	2.1	1		1,748	85.6
PFS- 6 THRU 9	261	16	6.1			8	3.1			237	90.8
PFS-10 THRU 12	52	2	3.8			1	1.9			49	94.2
PFS-13 THRU 16	23	1	4.3			1	4.3			21	91.3
PFS-17 THRU 19	9									9	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	71	2	2.8			13	18.3			56	78.9
UP THRU $6,499	26	1	3.8			11	42.3			14	53.8
$ 6,500 THRU $ 9,999	21									21	100.0
$10,000 THRU $13,999	7					1	14.3			6	85.7
$14,000 THRU $17,999	12	1	8.3			1	8.3			10	83.3
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER	4									4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-53

STANDARD METROPOLITAN STATISTICAL AREA
OMAHA,NEBRASKA-IOWA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,338	579	7.9	63	.9	15	.2	16	.2	6,665	90.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,983	219	5.5	23	.6	7	.2	14	.4	3,720	93.4
GS- 1 THRU 4	902	118	13.1	5	.6	1	.1			778	86.3
GS- 5 THRU 8	1,137	61	5.4	13	1.1	1	.1	2	.2	1,060	93.2
GS- 9 THRU 11	916	26	2.8	4	.4	3	.3	9	1.0	874	95.4
GS-12 THRU 13	837	14	1.7			2	.2	2	.2	819	97.8
GS-14 THRU 15	184			1	.5			1	.5	182	98.9
GS-16 THRU 18	7									7	100.0
TOTAL WAGE SYSTEMS.....	981	191	19.5	16	1.6	3	.3			771	78.6
LP THRU $5,499	34	5	14.7	1	2.9					28	82.4
$ 5,500 THRU $ 6,999	305	140	45.9	7	2.3	1	.3			157	51.5
$ 7,000 THRU $ 7,999	290	30	10.3	4	1.4					256	88.3
$ 8,000 THRU $ 8,999	260	11	4.2	3	1.2	1	.4			245	94.2
$ 9,000 THRU $ 9,999	20	3	15.0	1	5.0					16	80.0
$10,000 THRU $13,999	67	2	3.0			1	1.5			64	95.5
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER	4									4	100.0
TOTAL POSTAL FIELD SERVICE.....	2,330	166	7.1	24	1.0	5	.2	2	.1	2,133	91.5
PFS- 1 THRU 5*	1,836	133	7.2	19	1.0	4	.2	2	.1	1,678	91.4
PFS- 6 THRU 9	441	33	7.5	5	1.1	1	.2			402	91.2
PFS-10 THRU 12	43									43	100.0
PFS-13 THRU 16	9									9	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	44	3	6.8							41	93.2
LP THRU $6,499	13	1	7.7							12	92.3
$ 6,500 THRU $ 9,999	10	1	10.0							9	90.0
$10,000 THRU $13,999	12									12	100.0
$14,000 THRU $17,999	3	1	33.3							2	66.7
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER	4									4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-53a

STANDARD METROPOLITAN STATISTICAL AREA
OMAHA, NEBRASKA-IOWA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,077	566	8.0	60	.8	14	.2	14	.2	6,423	90.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,722	198	5.3	21	.6	7	.2	12	.3	3,484	93.6
GS- 1 THRU 4	809	103	12.7	5	.6	2	.2			699	86.4
GS- 5 THRU 8	1,062	59	5.6	11	1.0	1	.1	3	.3	988	93.0
GS- 9 THRU 11	875	28	3.2	4	.5	2	.2	6	.7	835	95.4
GS-12 THRU 13	796	8	1.0			2	.3	1	.1	785	98.6
GS-14 THRU 15	172			1	.6			2	1.2	169	98.3
GS-16 THRU 18	8									8	100.0
TOTAL WAGE SYSTEMS.....	961	197	20.5	15	1.6	1	.1			748	77.8
UP THRU $5,499	71	40	56.3							31	43.7
$ 5,500 THRU $ 6,999	370	135	36.5	9	2.4					226	61.1
$ 7,000 THRU $ 7,999	392	20	5.1	4	1.0					368	93.9
$ 8,000 THRU $ 8,999	57	1	1.8	1	1.8					55	96.5
$ 9,000 THRU $ 9,999	41	1	2.4	1	2.4	1	2.4			38	92.7
$10,000 THRU $13,999	30									30	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,349	169	7.2	24	1.0	6	.3	2	.1	2,148	91.4
PFS- 1 THRU 5*	1,898	140	7.4	19	1.0	5	.3	2	.1	1,732	91.3
PFS- 6 THRU 9	399	29	7.3	5	1.3	1	.3			364	91.2
PFS-10 THRU 12	43									43	100.0
PFS-13 THRU 16	8									8	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	45	2	4.4							43	95.6
UP THRU $6,499	19	1	5.3							18	94.7
$ 6,500 THRU $ 9,999	7	1	14.3							6	85.7
$10,000 THRU $13,999	11									11	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-54

STANDARD METROPOLITAN STATISTICAL AREA
PENSACOLA, FLORIDA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,400	995	11.8	38	.5	18	.2	7	.1	7,342	87.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,081	98	3.2	12	.4	4	.1	3	.1	2,964	96.2
GS- 1 THRU 4	1,120	79	7.1	5	.4	2	.2	1	.1	1,033	92.2
GS- 5 THRU 8	918	11	1.2	5	.5	1	.1	1	.1	900	98.0
GS- 9 THRU 11	789	7	.9	1	.1	1	.1			780	98.9
GS-12 THRU 13	219	1	.5	1	.5					217	99.1
GS-14 THRU 15	30							1	3.3	29	96.7
GS-16 THRU 18	5									5	100.0
TOTAL WAGE SYSTEMS.....	4,806	853	17.7	26	.5	14	.3	4	.1	3,909	81.3
LP THRU $5,499	209	111	53.1	1	.5					97	46.4
$ 5,500 THRU $ 6,999	572	223	39.0	2	.3	1	.2	2	.3	344	60.1
$ 7,000 THRU $ 7,999	582	235	40.4	1	.2	3	.5			343	58.9
$ 8,000 THRU $ 8,999	1,183	179	15.1	3	.3	5	.4	2	.2	994	84.0
$ 9,000 THRU $ 9,999	1,587	94	5.9	16	1.0	5	.3			1,472	92.8
$10,000 THRU $13,999	636	11	1.7	3	.5					622	97.8
$14,000 THRU $17,999	31									31	100.0
$18,000 AND OVER	6									6	100.0
TOTAL POSTAL FIELD SERVICE.....	503	44	8.7							459	91.3
PFS- 1 THRU 5*	411	39	9.5							372	90.5
PFS- 6 THRU 9	79	5	6.3							74	93.7
PFS-10 THRU 12	10									10	100.0
PFS-13 THRU 16	3									3	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	10									10	100.0
LP THRU $6,499	2									2	100.0
$ 6,500 THRU $ 9,999	4									4	100.0
$10,000 THRU $13,999											
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 4-54a

STANDARD METROPOLITAN STATISTICAL AREA
PENSACOLA, FLORIDA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9,036	972	10.8	40	.4	23	.3	6	.1	7,995	88.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,125	81	2.6	11	.4	6	.2	1		3,026	96.8
GS- 1 THRU 4	1,255	68	5.4	5	.4	3	.2			1,179	93.9
GS- 5 THRU 8	883	9	1.0	4	.5	1	.1			869	98.4
GS- 9 THRU 11	726	3	.4	1	.1	1	.1			721	99.3
GS-12 THRU 13	223	1	.4	1	.4					221	99.1
GS-14 THRU 15	34					1	2.9	1	2.9	32	94.1
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....	5,400	850	15.7	29	.5	17	.3	5	.1	4,499	83.3
UP THRU $5,499	292	143	49.0	2	.7					147	50.3
$ 5,500 THRU $ 6,999	890	337	37.9	2	.2	3	.3	1	.1	547	61.5
$ 7,000 THRU $ 7,999	1,310	223	17.0	2	.2	8	.6	4	.3	1,073	81.9
$ 8,000 THRU $ 8,999	1,966	127	6.5	16	.8	5	.3			1,818	92.5
$ 9,000 THRU $ 9,999	382	15	3.9	5	1.3	1	.3			361	94.5
$10,000 THRU $13,999	537	5	.9	2	.4					530	98.7
$14,000 THRU $17,999	20									20	100.0
$18,000 AND OVER	3									3	100.0
TOTAL POSTAL FIELD SERVICE.....	499	40	8.0							459	92.0
PFS- 1 THRU 5*	409	35	8.6							374	91.4
PFS- 6 THRU 9	77	5	6.5							72	93.5
PFS-10 THRU 12	10									10	100.0
PFS-13 THRU 16	3									3	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	12	1	8.3							11	91.7
UP THRU $6,499	5									5	100.0
$ 6,500 THRU $ 9,999	2	1	50.0							1	50.0
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-55

STANDARD METROPOLITAN STATISTICAL AREA
PHILADELPHIA, PENNSYLVANIA-NEW JERSEY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	81,719	21,246	26.0	309	.4	62	.1	133	.2	59,969	73.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	42,270	8,973	21.2	116	.3	52	.1	92	.2	33,037	78.2
GS- 1 THRU 4	11,260	4,225	37.5	45	.4	28	.2	17	.2	6,945	61.7
GS- 5 THRU 8	11,347	3,005	26.5	31	.3	9	.1	27	.2	8,275	72.9
GS- 9 THRU 11	11,715	1,381	11.8	24	.2	9	.1	23	.2	10,278	87.7
GS-12 THRU 13	6,697	317	4.7	16	.2	6	.1	17	.3	6,341	94.7
GS-14 THRU 15	1,211	44	3.6					8	.7	1,159	95.7
GS-16 THRU 18	40	1	2.5							39	97.5
TOTAL WAGE SYSTEMS.....	18,885	6,014	31.8	128	.7	5		30	.2	12,708	67.3
LP THRU $5,499	1,590	1,201	75.5	8	.5			2	.1	379	23.8
$ 5,500 THRU $ 6,999	3,835	1,943	50.7	45	1.2	1		11	.3	1,835	47.8
$ 7,000 THRU $ 7,999	4,883	1,647	33.7	40	.8	2		6	.1	3,188	65.3
$ 8,000 THRU $ 8,999	5,559	938	16.9	28	.5	2		8	.1	4,583	82.4
$ 9,000 THRU $ 9,999	1,256	160	12.7	1	.1					1,095	87.2
$10,000 THRU $13,999	1,647	123	7.5	6	.4			3	.2	1,515	92.0
$14,000 THRU $17,999	92	2	2.2							90	97.8
$18,000 AND OVER	23									23	100.0
TOTAL POSTAL FIELD SERVICE.....	20,256	6,207	30.6	63	.3	5		11	.1	13,970	69.0
PFS- 1 THRU 5*	17,193	5,464	31.8	61	.4	5		8		11,655	67.8
PFS- 6 THRU 9	2,266	677	29.9	2	.1			3	.1	1,584	69.9
PFS-10 THRU 12	499	45	9.0							454	91.0
PFS-13 THRU 16	264	17	6.4							247	93.6
PFS-17 THRU 19	30	4	13.3							26	86.7
PFS-20 THRU 21	4									4	100.0
TOTAL OTHER PAY SYSTEMS	308	52	16.9	2	.6					254	82.5
LP THRU $6,499	113	38	33.6							75	66.4
$ 6,500 THRU $ 9,999	99	13	13.1	1	1.0					85	85.9
$10,000 THRU $13,999	59	1	1.7	1	1.7					57	96.6
$14,000 THRU $17,999	18									18	100.0
$18,000 THRU $25,999	10									10	100.0
$26,000 AND OVER	9									9	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-55a

STANDARD METROPOLITAN STATISTICAL AREA
PHILADELPHIA,PENNSYLVANIA-NEW JERSEY

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	84,177	22,329	26.5	297	.4	22		119	.1	61,410	73.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	43,334	9,349	21.6	112	.3	10		75	.2	33,788	78.0
GS- 1 THRU 4	12,276	4,658	37.9	39	.3	2		19	.2	7,558	61.6
GS- 5 THRU 8	11,345	3,003	26.5	37	.3	4		16	.1	8,285	73.0
GS- 9 THRU 11	11,993	1,371	11.4	24	.2	4		19	.2	10,575	88.2
GS-12 THRU 13	6,554	287	4.4	11	.2			17	.3	6,239	95.2
GS-14 THRU 15	1,128	29	2.6	1	.1			4	.4	1,094	97.0
GS-16 THRU 18	38	1	2.6							37	97.4
TOTAL WAGE SYSTEMS.....	21,128	6,580	31.1	144	.7	7		30	.1	14,367	68.0
UP THRU $5,499	2,089	1,444	69.1	6	.3			3	.1	636	30.4
$ 5,500 THRU $ 6,999	5,772	2,733	47.3	67	1.2	2		9	.2	2,961	51.3
$ 7,000 THRU $ 7,999	4,899	1,299	26.5	33	.7	1		7	.1	3,559	72.6
$ 8,000 THRU $ 8,999	6,009	958	15.9	33	.5	3		9	.1	5,006	83.3
$ 9,000 THRU $ 9,999	1,238	93	7.5	2	.2			1	.1	1,142	92.2
$10,000 THRU $13,999	1,062	52	4.9	3	.3	1	.1	1	.1	1,005	94.6
$14,000 THRU $17,999	51	1	2.0							50	98.0
$18,000 AND OVER	8									8	100.0
TOTAL POSTAL FIELD SERVICE.....	19,486	6,372	32.7	40	.2	5		14	.1	13,055	67.0
PFS- 1 THRU 5*	16,695	5,742	34.4	38	.2	5		11	.1	10,899	65.3
PFS- 6 THRU 9	2,090	585	28.0	2	.1			3	.1	1,500	71.8
PFS-10 THRU 12	436	30	6.9							406	93.1
PFS-13 THRU 16	241	13	5.4							228	94.6
PFS-17 THRU 19	20	2	10.0							18	90.0
PFS-20 THRU 21	4									4	100.0
TOTAL OTHER PAY SYSTEMS	229	28	12.2	1	.4					200	87.3
UP THRU $6,499	105	18	17.1	1	1.0					86	81.9
$ 6,500 THRU $ 9,999	72	9	12.5							63	87.5
$10,000 THRU $13,999	22									22	100.0
$14,000 THRU $17,999	16	1	6.3							15	93.8
$18,000 THRU $25,999	5									5	100.0
$26,000 AND OVER	9									9	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-56

STANDARD METROPOLITAN STATISTICAL AREA
PHOENIX, ARIZONA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	9,087	250	2.8	664	7.3	412	4.5	39	.4	7,722	85.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,260	76	1.8	146	3.4	313	7.3	25	.6	3,700	86.9
GS- 1 THRU 4	1,107	31	2.8	44	4.0	219	19.8	6	.5	807	72.9
GS- 5 THRU 8	1,281	18	1.4	55	4.3	63	4.9	7	.5	1,138	88.8
GS- 9 THRU 11	1,073	25	2.3	31	2.9	20	1.9	7	.7	990	92.3
GS-12 THRU 13	644	2	.3	13	2.0	7	1.1	2	.3	620	96.3
GS-14 THRU 15	152			3	2.0	4	2.6	3	2.0	142	93.4
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	1,538	61	4.0	193	12.5	92	6.0	5	.3	1,187	77.2
UP THRU $5,499	54	3	5.6	10	18.5	25	46.3			16	29.6
$ 5,500 THRU $ 6,999	155	25	16.1	33	21.3	32	20.6	2	1.3	63	40.6
$ 7,000 THRU $ 7,999	196	14	7.1	42	21.4	11	5.6	1	.5	128	65.3
$ 8,000 THRU $ 8,999	259	5	1.9	32	12.4	9	3.5			213	82.2
$ 9,000 THRU $ 9,999	580	12	2.1	59	10.2	13	2.2			496	85.5
$10,000 THRU $13,999	283	2	.7	17	6.0	2	.7	2	.7	260	91.9
$14,000 THRU $17,999	11									11	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	3,142	109	3.5	321	10.2	7	.2	8	.3	2,697	85.8
PFS- 1 THRU 5*	2,636	94	3.6	293	11.1	6	.2	8	.3	2,235	84.8
PFS- 6 THRU 9	424	15	3.5	26	6.1	1	.2			382	90.1
PFS-10 THRU 12	69			1	1.4					68	98.6
PFS-13 THRU 16	13			1	7.7					12	92.3
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	147	4	2.7	4	2.7			1	.7	138	93.9
UP THRU $6,499	21	1	4.8	1	4.8					19	90.5
$ 6,500 THRU $ 9,999	35	1	2.9	1	2.9					33	94.3
$10,000 THRU $13,999	80	2	2.5	2	2.5			1	1.3	75	93.8
$14,000 THRU $17,999	6									6	100.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-56a

STANDARD METROPOLITAN STATISTICAL AREA
PHOENIX, ARIZONA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,879	258	2.9	640	7.2	300	3.4	39	.4	7,642	86.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,091	77	1.9	149	3.6	225	5.5	23	.6	3,617	88.4
GS- 1 THRU 4	1,070	30	2.8	51	4.8	132	12.3	5	.5	852	79.6
GS- 5 THRU 8	1,220	21	1.7	55	4.5	58	4.8	6	.5	1,080	88.5
GS- 9 THRU 11	1,059	22	2.1	31	2.9	23	2.2	8	.8	975	92.1
GS-12 THRU 13	603	4	.7	11	1.8	7	1.2	3	.5	578	95.9
GS-14 THRU 15	136			1	.7	5	3.7	1	.7	129	94.9
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	1,657	67	4.0	219	13.2	66	4.0	5	.3	1,300	78.5
UP THRU $5,499	82	15	18.3	24	29.3	11	13.4			32	39.0
$ 5,500 THRU $ 6,999	296	30	10.1	55	18.6	33	11.1	3	1.0	175	59.1
$ 7,000 THRU $ 7,999	309	8	2.6	46	14.9	11	3.6			244	79.0
$ 8,000 THRU $ 8,999	634	12	1.9	71	11.2	8	1.3	1	.2	542	85.5
$ 9,000 THRU $ 9,999	213	1	.5	21	9.9	2	.9	1	.5	188	88.3
$10,000 THRU $13,999	123	1	.8	2	1.6	1	.8			119	96.7
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,997	110	3.7	270	9.0	9	.3	8	.3	2,600	86.8
PFS- 1 THRU 5*	2,536	99	3.9	248	9.8	9	.4	8	.3	2,172	85.6
PFS- 6 THRU 9	384	11	2.9	20	5.2					353	91.9
PFS-10 THRU 12	64			1	1.6					63	98.4
PFS-13 THRU 16	12			1	8.3					11	91.7
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	134	4	3.0	2	1.5			3	2.2	125	93.3
UP THRU $6,499	28	1	3.6							27	96.4
$ 6,500 THRU $ 9,999	60	2	3.3	2	3.3			1	1.7	55	91.7
$10,000 THRU $13,999	16	1	6.3					2	12.5	13	81.3
$14,000 THRU $17,999	25									25	100.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 4-57

STANDARD METROPOLITAN STATISTICAL AREA
PITTSBURGH, PENNSYLVANIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	16,693	2,668	16.0	25	.1	7		16	.1	13,977	83.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,557	787	14.2	12	.2	2		14	.3	4,742	85.3
GS- 1 THRU 4	1,464	462	31.6	2	.1			1	.1	999	68.2
GS- 5 THRU 8	1,552	216	13.9	1	.1	1	.1	3	.2	1,331	85.8
GS- 9 THRU 11	1,351	84	6.2	3	.2			1	.1	1,263	93.5
GS-12 THRU 13	953	24	2.5	3	.3	1	.1	8	.8	917	96.2
GS-14 THRU 15	230	1	.4	3	1.3			1	.4	225	97.8
GS-16 THRU 18	7									7	100.0
TOTAL WAGE SYSTEMS.....	1,483	375	25.3	2	.1					1,106	74.6
LP THRU $5,499	33	13	39.4							20	60.6
$ 5,500 THRU $ 6,999	421	256	60.8							165	39.2
$ 7,000 THRU $ 7,999	223	41	18.4	1	.4					181	81.2
$ 8,000 THRU $ 8,999	471	47	10.0	1	.2					423	89.8
$ 9,000 THRU $ 9,999	220	15	6.8							205	93.2
$10,000 THRU $13,999	114	3	2.6							111	97.4
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	9,503	1,487	15.6	11	.1	5	.1	2		7,998	84.2
PFS- 1 THRU 5*	8,301	1,339	16.1	9	.1	5	.1	2		6,946	83.7
PFS- 6 THRU 9	987	136	13.8	2	.2					849	86.0
PFS-10 THRU 12	187	8	4.3							179	95.7
PFS-13 THRU 16	26	4	15.4							22	84.6
PFS-17 THRU 19	2									2	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	150	19	12.7							131	87.3
LP THRU $6,499	66	16	24.2							50	75.8
$ 6,500 THRU $ 9,999	51	2	3.9							49	96.1
$10,000 THRU $13,999	17									17	100.0
$14,000 THRU $17,999	8									8	100.0
$18,000 THRU $25,999	6	1	16.7							5	83.3
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-57a

STANDARD METROPOLITAN STATISTICAL AREA
PITTSBURGH, PENNSYLVANIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	17,232	2,716	15.8	19	.1	7		11	.1	14,479	84.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,675	792	14.0	10	.2	2		9	.2	4,862	85.7
GS- 1 THRU 4	1,480	477	32.2					1	.1	1,002	67.7
GS- 5 THRU 8	1,589	212	13.3	3	.2	1	.1	1	.1	1,372	86.3
GS- 9 THRU 11	1,443	85	5.9	3	.2			1	.1	1,354	93.8
GS-12 THRU 13	936	17	1.8	2	.2	1	.1	5	.5	911	97.3
GS-14 THRU 15	219	1	.5	2	.9			1	.5	215	98.2
GS-16 THRU 18	8									8	100.0
TOTAL WAGE SYSTEMS.....	1,824	39[illegible]	21.5	2	.1					1,430	78.4
UP THRU $5,499	46	25	54.3							21	45.7
$ 5,500 THRU $ 6,999	501	263	52.5							238	47.5
$ 7,000 THRU $ 7,999	388	48	12.4	2	.5					338	87.1
$ 8,000 THRU $ 8,999	662	46	6.9							616	93.1
$ 9,000 THRU $ 9,999	94	7	7.4							87	92.6
$10,000 THRU $13,999	133	3	2.3							130	97.7
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	9,579	1,513	15.8	7	.1	5	.1	2		8,052	84.1
PFS- 1 THRU 5*	8,378	1,376	16.4	6	.1	5	.1	2		6,989	83.4
PFS- 6 THRU 9	985	127	12.9	1	.1					857	87.0
PFS-10 THRU 12	185	6	3.2							179	96.8
PFS-13 THRU 16	29	4	13.8							25	86.2
PFS-17 THRU 19	2									2	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	154	19	12.3							135	87.7
UP THRU $6,499	76	14	18.4							62	81.6
$ 6,500 THRU $ 9,999	44	3	6.8							41	93.2
$10,000 THRU $13,999	17									17	100.0
$14,000 THRU $17,999	9	1	11.1							8	88.9
$18,000 THRU $25,999	6	1	16.7							5	83.3
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY TABLE 4-58

STANDARD METROPOLITAN STATISTICAL AREA
PORTLAND, OREGON-WASHINGTON

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	13,625	482	3.5	55	.4	99	.7	181	1.3	12,808	94.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	8,257	202	2.4	31	.4	91	1.1	111	1.3	7,822	94.7
GS- 1 THRU 4	1,562	91	5.8	8	.5	23	1.5	14	.9	1,426	91.3
GS- 5 THRU 8	2,411	70	2.9	8	.3	35	1.5	37	1.5	2,261	93.8
GS- 9 THRU 11	2,054	26	1.3	9	.4	15	.7	27	1.3	1,977	96.3
GS-12 THRU 13	1,768	11	.6	4	.2	10	.6	27	1.5	1,716	97.1
GS-14 THRU 15	447	4	.9	2	.4	8	1.8	6	1.3	427	95.5
GS-16 THRU 18	15									15	100.0
TOTAL WAGE SYSTEMS.....	1,751	122	7.0	9	.5	2	.1	12	.7	1,606	91.7
UP THRU $5,499	3									3	100.0
$ 5,500 THRU $ 6,999	191	36	18.8					1	.5	154	80.6
$ 7,000 THRU $ 7,999	130	25	19.2					2	1.5	103	79.2
$ 8,000 THRU $ 8,999	317	32	10.1	4	1.3	1	.3	4	1.3	276	87.1
$ 9,000 THRU $ 9,999	323	13	4.0	2	.6			1	.3	307	95.0
$10,000 THRU $13,999	713	16	2.2	3	.4	1	.1	4	.6	689	96.6
$14,000 THRU $17,999	67									67	100.0
$18,000 AND OVER	7									7	100.0
TOTAL POSTAL FIELD SERVICE.....	3,537	157	4.4	14	.4	6	.2	57	1.6	3,303	93.4
PFS- 1 THRU 5*	2,905	136	4.7	13	.4	6	.2	40	1.4	2,710	93.3
PFS- 6 THRU 9	544	20	3.7	1	.2			16	2.9	507	93.2
PFS-10 THRU 12	75							1	1.3	74	98.7
PFS-13 THRU 16	12	1	8.3							11	91.7
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	80	1	1.3	1	1.3			1	1.3	77	96.3
UP THRU $6,499	22									22	100.0
$ 6,500 THRU $ 9,999	24			1	4.2					23	95.8
$10,000 THRU $13,999	22									22	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	7	1	14.3					1	14.3	5	71.4
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-58a

STANDARD METROPOLITAN STATISTICAL AREA
PORTLAND, OREGON-WASHINGTON

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	12,964	442	3.4	42	.3	63	.5	176	1.4	12,241	94.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,542	178	2.4	20	.3	52	.7	107	1.4	7,185	95.3
GS- 1 THRU 4	1,487	93	6.3	3	.2	13	.9	14	.9	1,364	91.7
GS- 5 THRU 8	2,149	53	2.5	10	.5	22	1.0	37	1.7	2,027	94.3
GS- 9 THRU 11	1,886	25	1.3	5	.3	7	.4	23	1.2	1,826	96.8
GS-12 THRU 13	1,603	6	.4	1	.1	8	.5	26	1.6	1,562	97.4
GS-14 THRU 15	402	1	.2	1	.2	2	.5	7	1.7	391	97.3
GS-16 THRU 18	15									15	100.0
TOTAL WAGE SYSTEMS.....	1,861	120	6.4	10	.5	3	.2	9	.5	1,719	92.4
UP THRU $5,499	2	1	50.0							1	50.0
$ 5,500 THRU $ 6,999	291	54	18.6	2	.7	1	.3	1	.3	233	80.1
$ 7,000 THRU $ 7,999	202	23	11.4	4	2.0			1	.5	174	86.1
$ 8,000 THRU $ 8,999	327	24	7.3	1	.3			2	.6	300	91.7
$ 9,000 THRU $ 9,999	350	10	2.9	1	.3	2	.6	2	.6	335	95.7
$10,000 THRU $13,999	651	8	1.2	2	.3			3	.5	638	98.0
$14,000 THRU $17,999	33									33	100.0
$18,000 AND OVER	5									5	100.0
TOTAL POSTAL FIELD SERVICE.....	3,478	143	4.1	11	.3	8	.2	58	1.7	3,258	93.7
PFS- 1 THRU 5*	2,907	127	4.4	10	.3	8	.3	42	1.4	2,720	93.6
PFS- 6 THRU 9	490	14	2.9	1	.2			16	3.3	459	93.7
PFS-10 THRU 12	68	1	1.5							67	98.5
PFS-13 THRU 16	12	1	9.3							11	91.7
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	83	1	1.2	1	1.2			2	2.4	79	95.2
UP THRU $6,499	31			1	3.2					30	96.8
$ 6,500 THRU $ 9,999	28							1	3.6	27	96.4
$10,000 THRU $13,999	9									9	100.0
$14,000 THRU $17,999	5							1	20.0	4	80.0
$18,000 THRU $25,999	7	1	14.3							6	85.7
$26,000 AND OVER	3									3	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-59

STANDARD METROPOLITAN STATISTICAL AREA
PROVIDENCE-PAWTUCKET-WARRICK,RHODE ISLAND-MASSACHUSETTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,863	208	4.3	10	.2	1		8	.2	4,636	95.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,621	59	3.6	5	.3	1	.1	4	.2	1,552	95.7
GS- 1 THRU 4	339	27	8.0	1	.3	1	.3			310	91.4
GS- 5 THRU 8	481	12	2.5					2	.4	467	97.1
GS- 9 THRU 11	509	15	2.9	1	.2					493	96.9
GS-12 THRU 13	230	4	1.7							226	98.3
GS-14 THRU 15	59	1	1.7	3	5.1			1	1.7	54	91.5
GS-16 THRU 18	3							1	33.3	2	66.7
TOTAL WAGE SYSTEMS.....	270	24	8.9	1	.4			2	.7	243	90.0
UP THRU $5,499	11	1	9.1							10	90.9
$ 5,500 THRU $ 6,999	90	17	18.9	1	1.1			2	2.2	70	77.8
$ 7,000 THRU $ 7,999	30	3	10.0							27	90.0
$ 8,000 THRU $ 8,999	91	3	3.3							88	96.7
$ 9,000 THRU $ 9,999	27									27	100.0
$10,000 THRU $13,999	20									20	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,922	123	4.2	4	.1			2	.1	2,793	95.6
PFS- 1 THRU 5*	2,483	107	4.3	4	.2			2	.1	2,370	95.4
PFS- 6 THRU 9	366	14	3.8							352	96.2
PFS-10 THRU 12	63	1	1.6							62	98.4
PFS-13 THRU 16	9	1	11.1							8	88.9
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	50	2	4.0							48	96.0
UP THRU $6,499	14	1	7.1							13	92.9
$ 6,500 THRU $ 9,999	21	1	4.8							20	95.2
$10,000 THRU $13,999	9									9	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-59a

STANDARD METROPOLITAN STATISTICAL AREA
PROVIDENCE-PAWTUCKET-WARRICK,RHODE ISLAND-MASSACHUSETTS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,911	167	3.4	7	.1	1		7	.1	4,729	96.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,597	50	3.1	5	.3	1	.1	4	.3	1,537	96.2
GS- 1 THRU 4	310	18	5.8	1	.3	1	.3			290	93.5
GS- 5 THRU 8	524	15	2.9	1	.2			2	.4	506	96.6
GS- 9 THRU 11	493	11	2.2	1	.2					481	97.6
GS-12 THRU 13	206	4	1.9					1	.5	201	97.6
GS-14 THRU 15	61	2	3.3	2	3.3					57	93.4
GS-16 THRU 18	3							1	33.3	2	66.7
TOTAL WAGE SYSTEMS.....	374	27	7.2	1	.3			2	.5	344	92.0
UP THRU $5,499	65	12	18.5	1	1.5			1	1.5	51	78.5
$ 5,500 THRU $ 6,999	122	11	9.0					1	.8	110	90.2
$ 7,000 THRU $ 7,999	148	4	2.7							144	97.3
$ 8,000 THRU $ 8,999	12									12	100.0
$ 9,000 THRU $ 9,999	20									20	100.0
$10,000 THRU $13,999	7									7	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,883	90	3.1	1				1		2,791	96.8
PFS- 1 THRU 5*	2,450	73	3.0	1				1		2,375	96.9
PFS- 6 THRU 9	362	15	4.1							347	95.9
PFS-10 THRU 12	60	2	3.3							58	96.7
PFS-13 THRU 16	10									10	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	57									57	100.0
UP THRU $6,499	25									25	100.0
$ 6,500 THRU $ 9,999	20									20	100.0
$10,000 THRU $13,999	5									5	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY TABLE 4-60

STANDARD METROPOLITAN STATISTICAL AREA
RALEIGH, NORTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,148	232	10.8	1		2	.1	3	.1	1,910	88.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,225	52	4.2	1	.1			3	.2	1,169	95.4
GS- 1 THRU 4	179	22	12.3							157	87.7
GS- 5 THRU 8	347	18	5.2					1	.3	328	94.5
GS- 9 THRU 11	296	8	2.7							288	97.3
GS-12 THRU 13	335	3	.9	1	.3			1	.3	330	98.5
GS-14 THRU 15	67	1	1.5					1	1.5	65	97.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	132	30	22.7							102	77.3
UP THRU $5,499	22	20	90.9							2	9.1
$ 5,500 THRU $ 6,999	20	4	20.0							16	80.0
$ 7,000 THRU $ 7,999	30	6	20.0							24	80.0
$ 8,000 THRU $ 8,999	51									51	100.0
$ 9,000 THRU $ 9,999	1									1	100.0
$10,000 THRU $13,999	6									6	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	737	150	20.4			2	.3			585	79.4
PFS- 1 THRU 5*	620	146	23.5			1	.2			473	76.3
PFS- 6 THRU 9	100	3	3.0			1	1.0			96	96.0
PFS-10 THRU 12	16	1	6.3							15	93.8
PFS-13 THRU 16	1									1	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	54									54	100.0
UP THRU $6,499	2									2	100.0
$ 6,500 THRU $ 9,999	30									30	100.0
$10,000 THRU $13,999	16									16	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-60a

STANDARD METROPOLITAN STATISTICAL AREA
RALEIGH, NORTH CAROLINA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	1,942	214	11.0	4	.2	2	.1	2	.1	1,720	88.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,045	48	4.6	3	.3			2	.2	992	94.9
GS- 1 THRU 4	169	23	13.6							146	86.4
GS- 5 THRU 8	301	17	5.6	1	.3					283	94.0
GS- 9 THRU 11	289	5	1.7	1	.3					283	97.9
GS-12 THRU 13	243	2	.8	1	.4			2	.8	238	97.9
GS-14 THRU 15	42	1	2.4							41	97.6
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	100	5	5.0							95	95.0
UP THRU $5,499	7	2	28.6							5	71.4
$ 5,500 THRU $ 6,999	17	2	11.8							15	88.2
$ 7,000 THRU $ 7,999	65	1	1.5							64	98.5
$ 8,000 THRU $ 8,999	4									4	100.0
$ 9,000 THRU $ 9,999	4									4	100.0
$10,000 THRU $13,999	3									3	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	753	161	21.4			2	.3			590	78.4
PFS- 1 THRU 5*	637	157	24.6			1	.2			479	75.2
PFS- 6 THRU 9	95	3	3.2			1	1.1			91	95.8
PFS-10 THRU 12	18	1	5.6							17	94.4
PFS-13 THRU 16	3									3	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	44			1	2.3					43	97.7
UP THRU $6,499	17			1	5.9					16	94.1
$ 6,500 THRU $ 9,999	12									12	100.0
$10,000 THRU $13,999	7									7	100.0
$14,000 THRU $17,999	6									6	100.0
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 4-61

STANDARD METROPOLITAN STATISTICAL AREA
RICHMOND, VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,873	2,859	36.3	6	.1	2		8	.1	4,998	63.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,668	956	20.5	5	.1	2		7	.1	3,698	79.2
GS- 1 THRU 4	1,307	583	44.6	2	.2			1	.1	721	55.2
GS- 5 THRU 8	1,437	261	18.2	1	.1	1	.1			1,174	81.7
GS- 9 THRU 11	1,239	104	8.4	1	.1	1	.1	2	.2	1,131	91.3
GS-12 THRU 13	525	8	1.5	1	.2			3	.6	513	97.7
GS-14 THRU 15	155							1	.6	154	99.4
GS-16 THRU 18	5									5	100.0
TOTAL WAGE SYSTEMS.....	1,298	799	61.6	1	.1					498	38.4
LP THRU $5,499	242	217	89.7							25	10.3
$ 5,500 THRU $ 6,999	496	399	80.4							97	19.6
$ 7,000 THRU $ 7,999	197	121	61.4							76	38.6
$ 8,000 THRU $ 8,999	226	49	21.7	1	.4					176	77.9
$ 9,000 THRU $ 9,999	75	9	12.0							66	88.0
$10,000 THRU $13,999	61	4	6.6							57	93.4
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,872	1,093	58.4					1	.1	778	41.6
PFS- 1 THRU 5*	1,525	978	64.1							547	35.9
PFS- 6 THRU 9	292	112	38.4					1	.3	179	61.3
PFS-10 THRU 12	47	3	6.4							44	93.6
PFS-13 THRU 16	7									7	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	35	11	31.4							24	68.6
LP THRU $6,499	21	11	52.4							10	47.6
$ 6,500 THRU $ 9,999	8									8	100.0
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1969 MINORITY GROUP STUDY

TABLE 4-61a

STANDARD METROPOLITAN STATISTICAL AREA
RICHMOND, VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,265	2,839	34.3	10	.1	3		11	.1	5,402	65.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,008	919	18.4	10	.2	3	.1	9	.2	4,067	81.2
GS- 1 THRU 4	1,433	601	41.9	3	.2	1	.1			828	57.8
GS- 5 THRU 8	1,495	209	14.0	3	.2	1	.1	2	.1	1,280	85.6
GS- 9 THRU 11	1,349	101	7.5	1	.1	1	.1	3	.2	1,243	92.1
GS-12 THRU 13	574	8	1.4	1	.2			3	.5	562	97.9
GS-14 THRU 15	151			2	1.3			1	.7	148	98.0
GS-16 THRU 18	6									6	100.0
TOTAL WAGE SYSTEMS.....	1,398	852	60.9					1	.1	545	39.0
UP THRU $5,499	385	334	86.8							51	13.2
$ 5,500 THRU $ 6,999	520	404	77.7					1	.2	115	22.1
$ 7,000 THRU $ 7,999	280	91	32.5							189	67.5
$ 8,000 THRU $ 8,999	139	19	13.7							120	86.3
$ 9,000 THRU $ 9,999	35	3	8.6							32	91.4
$10,000 THRU $13,999	38	1	2.6							37	97.4
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,820	1,056	58.0					1	.1	763	41.9
PFS- 1 THRU 5*	1,502	949	63.2							553	36.8
PFS- 6 THRU 9	270	106	39.3					1	.4	163	60.4
PFS-10 THRU 12	42	1	2.4							41	97.6
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	39	12	30.8							27	69.2
UP THRU $6,499	24	11	45.8							13	54.2
$ 6,500 THRU $ 9,999	9	1	11.1							8	88.9
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 THRU $25,999											
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 4-62

STANDARD METROPOLITAN STATISTICAL AREA
SACRAMENTO, CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	27,390	2,065	7.5	1,266	4.6	135	.5	880	3.2	23,044	84.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12,825	547	4.3	348	2.7	76	.6	340	2.7	11,514	89.8
GS- 1 THRU 4	2,739	224	8.2	124	4.5	26	.9	61	2.2	2,304	84.1
GS- 5 THRU 8	3,194	162	5.1	90	2.8	25	.8	100	3.1	2,817	88.2
GS- 9 THRU 11	4,952	138	2.8	113	2.3	16	.3	135	2.7	4,350	91.9
GS-12 THRU 13	1,749	22	1.3	20	1.1	7	.4	43	2.5	1,657	94.7
GS-14 THRU 15	189	1	.5	1	.5	2	1.1	1	.5	184	97.4
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	11,645	1,256	10.8	749	6.4	50	.4	400	3.4	9,190	78.9
LP THRU $5,499											
$ 5,500 THRU $ 6,999	306	83	27.1	36	11.8			9	2.9	178	58.2
$ 7,000 THRU $ 7,999	1,284	200	15.6	119	9.3	7	.5	49	3.8	909	70.8
$ 8,000 THRU $ 8,999	3,002	525	17.5	225	7.5	15	.5	94	3.1	2,143	71.4
$ 9,000 THRU $ 9,999	4,850	344	7.1	285	5.9	22	.5	178	3.7	4,021	82.9
$10,000 THRU $13,999	2,082	103	4.9	83	4.0	4	.2	69	3.3	1,823	87.6
$14,000 THRU $17,999	116	1	.9	1	.9	2	1.7	1	.9	111	95.7
$18,000 AND OVER	5									5	100.0
TOTAL POSTAL FIELD SERVICE.....	2,891	260	9.0	168	5.8	9	.3	139	4.8	2,315	80.1
PFS- 1 THRU 5*	2,366	231	9.8	144	6.1	8	.3	100	4.2	1,883	79.6
PFS- 6 THRU 9	441	27	6.1	21	4.8	1	.2	38	8.6	354	80.3
PFS-10 THRU 12	73	2	2.7	2	2.7					69	94.5
PFS-13 THRU 16	10			1	10.0			1	10.0	8	80.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	29	2	6.9	1	3.4			1	3.4	25	86.2
LP THRU $6,499	15	2	13.3					1	6.7	12	80.0
$ 6,500 THRU $ 9,999	12			1	8.3					11	91.7
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-62a

STANDARD METROPOLITAN STATISTICAL AREA
SACRAMENTO, CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	28,919	2,131	7.4	1,264	4.4	114	.4	887	3.1	24,523	84.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,539	560	4.1	330	2.4	50	.4	340	2.5	12,259	90.5
GS- 1 THRU 4	3,203	253	7.9	126	3.9	15	.5	76	2.4	2,733	85.3
GS- 5 THRU 8	3,329	161	4.8	80	2.4	19	.6	98	2.9	2,971	89.2
GS- 9 THRU 11	5,057	127	2.5	105	2.1	14	.3	129	2.6	4,682	92.6
GS-12 THRU 13	1,757	19	1.1	18	1.0	1	.1	37	2.1	1,682	95.7
GS-14 THRU 15	190			1	.5	1	.5			188	98.9
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	12,433	1,314	10.6	758	6.1	53	.4	408	3.3	9,900	79.6
UP THRU $5,499	5	2	40.0							3	60.0
$ 5,500 THRU $ 6,999	1,523	262	17.2	125	8.2	7	.5	44	2.9	1,085	71.2
$ 7,000 THRU $ 7,999	3,242	547	16.9	240	7.4	11	.3	95	2.9	2,349	72.5
$ 8,000 THRU $ 8,999	5,363	401	7.5	314	5.9	28	.5	205	3.8	4,415	82.3
$ 9,000 THRU $ 9,999	1,434	87	6.1	47	3.3	3	.2	51	3.6	1,246	86.9
$10,000 THRU $13,999	821	15	1.8	31	3.8	4	.5	13	1.6	758	92.3
$14,000 THRU $17,999	44			1	2.3					43	97.7
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	2,904	256	8.8	174	6.0	11	.4	139	4.8	2,324	80.0
PFS- 1 THRU 5*	2,388	230	9.6	152	6.4	10	.4	102	4.3	1,894	79.3
PFS- 6 THRU 9	437	24	5.5	19	4.3	1	.2	36	8.2	357	81.7
PFS-10 THRU 12	70	2	2.9	2	2.9					66	94.3
PFS-13 THRU 16	8			1	12.5			1	12.5	6	75.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	43	1	2.3	2	4.7					40	93.0
UP THRU $6,499	16	1	6.3							15	93.8
$ 6,500 THRU $ 9,999	22			1	4.5					21	95.5
$10,000 THRU $13,999	3			1	33.3					2	66.7
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-63

STANDARD METROPOLITAN STATISTICAL AREA
ST. LOUIS, MISSOURI-ILLINOIS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	32,994	7,737	23.4	113	.3	20	.1	64	.2	25,060	76.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	21,159	3,364	15.9	80	.4	17	.1	62	.3	17,632	83.3
GS- 1 THRU 4	4,977	1,547	31.1	6	.1	5	.1	3	.1	3,416	68.6
GS- 5 THRU 8	5,405	1,065	19.7	19	.4	6	.1	7	.1	4,308	79.7
GS- 9 THRU 11	6,652	627	9.4	36	.5	3		28	.4	5,958	89.6
GS-12 THRU 13	3,567	114	3.2	14	.4	3	.1	10	.3	3,426	96.0
GS-14 THRU 15	539	11	2.0	5	.9			14	2.6	509	94.4
GS-16 THRU 18	15									15	100.0
TOTAL WAGE SYSTEMS.....	3,675	1,000	27.2	11	.3	1		1		2,662	72.4
LP THRU $5,499	2	1	50.0							1	50.0
$ 5,500 THRU $ 6,999	497	282	56.7					1	.2	214	43.1
$ 7,000 THRU $ 7,999	577	310	53.7	2	.3					265	45.9
$ 8,000 THRU $ 8,999	801	260	32.5	2	.2					539	67.3
$ 9,000 THRU $ 9,999	888	96	10.8	3	.3					789	88.9
$10,000 THRU $13,999	857	51	6.0	3	.4					803	93.7
$14,000 THRU $17,999	47			1	2.1					46	97.9
$18,000 AND OVER	6					1	16.7			5	83.3
TOTAL POSTAL FIELD SERVICE.....	7,994	3,348	41.9	21	.3	2		1		4,622	57.8
PFS- 1 THRU 5*	6,514	2,968	45.6	18	.3	2		1		3,525	54.1
PFS- 6 THRU 9	1,001	345	34.5	2	.2					654	65.3
PFS-10 THRU 12	237	28	11.8	1	.4					208	87.8
PFS-13 THRU 16	209	7	3.3							202	96.7
PFS-17 THRU 19	31									31	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	170	25	14.7	1	.6					144	84.7
LP THRU $6,499	71	20	28.2	1	1.4					50	70.4
$ 6,500 THRU $ 9,999	57	4	7.0							53	93.0
$10,000 THRU $13,999	20									20	100.0
$14,000 THRU $17,999	7									7	100.0
$18,000 THRU $25,999	7	1	14.3							6	85.7
$26,000 AND OVER	8									8	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-63a

STANDARD METROPOLITAN STATISTICAL AREA
ST. LOUIS,MISSOURI-ILLINOIS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	34,927	7,901	22.6	109	.3	18	.1	58	.2	26,841	76.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	22,634	3,406	15.0	75	.3	13	.1	50	.2	19,090	84.3
GS- 1 THRU 4	5,589	1,620	29.0	6	.1	1		1		3,961	70.9
GS- 5 THRU 8	5,951	1,057	17.8	21	.4	3	.1	10	.2	4,860	81.7
GS- 9 THRU 11	6,919	616	8.9	33	.5	5	.1	23	.3	6,242	90.2
GS-12 THRU 13	3,650	104	2.8	11	.3	4	.1	9	.2	3,522	96.5
GS-14 THRU 15	510	9	1.8	4	.8			7	1.4	490	96.1
GS-16 THRU 18	15									15	100.0
TOTAL WAGE SYSTEMS.....	4,139	1,134	27.4	13	.3	2		3	.1	2,987	72.2
UP THRU $5,499	5	3	60.0							2	40.0
$ 5,500 THRU $ 6,999	1,236	688	55.7	5	.4	1	.1	1	.1	541	43.8
$ 7,000 THRU $ 7,999	897	298	33.2	1	.1			1	.1	597	66.6
$ 8,000 THRU $ 8,999	1,070	103	9.6	3	.3			1	.1	963	90.0
$ 9,000 THRU $ 9,999	418	24	5.7	3	.7	1	.2			390	93.3
$10,000 THRU $13,999	509	18	3.5	1	.2					490	96.3
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	7,983	3,340	41.8	20	.3	2		3		4,618	57.8
PFS- 1 THRU 5*	6,647	3,042	45.8	18	.3	2		2		3,583	53.9
PFS- 6 THRU 9	890	267	30.0	1	.1					622	69.9
PFS-10 THRU 12	226	28	12.4	1	.4			1	.4	196	86.7
PFS-13 THRU 16	194	3	1.5							191	98.5
PFS-17 THRU 19	24									24	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	171	21	12.3	1	.6	1	.6	2	1.2	146	85.4
UP THRU $6,499	82	18	22.0	1	1.2					63	76.8
$ 6,500 THRU $ 9,999	52	2	3.8			1	1.9			49	94.2
$10,000 THRU $13,999	16							2	12.5	14	87.5
$14,000 THRU $17,999	7									7	100.0
$18,000 THRU $25,999	10	1	10.0							9	90.0
$26,000 AND OVER	4									4	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-64

STANDARD METROPOLITAN STATISTICAL AREA
SALT LAKE CITY,UTAH

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	22,330	220	1.0	733	3.3	42	.2	211	.9	21,124	94.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	11,950	84	.7	185	1.5	18	.2	143	1.2	11,520	96.4
GS- 1 THRU 4	2,128	37	1.7	70	3.3	5	.2	27	1.3	1,989	93.5
GS- 5 THRU 8	2,855	20	.7	61	2.1	5	.2	38	1.3	2,731	95.7
GS- 9 THRU 11	4,761	21	.4	44	.9	5	.1	64	1.3	4,627	97.2
GS-12 THRU 13	1,940	6	.3	9	.5	3	.2	13	.7	1,909	98.4
GS-14 THRU 15	258			1	.4			1	.4	256	99.2
GS-16 THRU 18	8									8	100.0
TOTAL WAGE SYSTEMS.....	8,711	123	1.4	519	6.0	22	.3	55	.6	7,992	91.7
UP THRU $5,499	6			2	33.3					4	66.7
$ 5,500 THRU $ 6,999	538	22	4.1	67	12.5	1	.2	4	.7	444	82.5
$ 7,000 THRU $ 7,999	1,242	28	2.3	143	11.5	5	.4	12	1.0	1,054	84.9
$ 8,000 THRU $ 8,999	1,987	46	2.3	122	6.1	5	.3	7	.4	1,807	90.9
$ 9,000 THRU $ 9,999	3,809	24	.6	157	4.1	10	.3	22	.6	3,596	94.4
$10,000 THRU $13,999	1,040	3	.3	28	2.7	1	.1	10	1.0	998	96.0
$14,000 THRU $17,999	81									81	100.0
$18,000 AND OVER	8									8	100.0
TOTAL POSTAL FIELD SERVICE.....	1,620	12	.7	29	1.8	2	.1	12	.7	1,565	96.6
PFS- 1 THRU 5*	1,365	12	.9	29	2.1	2	.1	11	.8	1,311	96.0
PFS- 6 THRU 9	212							1	.5	211	99.5
PFS-10 THRU 12	37									37	100.0
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	49	1	2.0					1	2.0	47	95.9
UP THRU $6,499	19	1	5.3							18	94.7
$ 6,500 THRU $ 9,999	14									14	100.0
$10,000 THRU $13,999	2									2	100.0
$14,000 THRU $17,999	10							1	10.0	9	90.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1969 MINORITY GROUP STUDY

TABLE 4-64a

STANDARD METROPOLITAN STATISTICAL AREA
SALT LAKE CITY, UTAH

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	23,457	255	1.1	768	3.3	49	.2	214	.9	22,171	94.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	12,924	99	.8	211	1.6	23	.2	147	1.1	12,444	96.3
GS- 1 THRU 4	2,442	44	1.8	80	3.3	8	.3	31	1.3	2,279	93.3
GS- 5 THRU 8	3,118	20	.6	75	2.4	7	.2	37	1.2	2,979	95.5
GS- 9 THRU 11	5,063	30	.6	46	.9	7	.1	62	1.2	4,918	97.1
GS-12 THRU 13	2,021	5	.2	10	.5	1		16	.8	1,989	98.4
GS-14 THRU 15	272							1	.4	271	99.6
GS-16 THRU 18	8									8	100.0
TOTAL WAGE SYSTEMS.....	8,936	142	1.6	528	5.9	25	.3	57	.6	8,184	91.6
UP THRU $5,499	10	1	10.0	2	20.0					7	70.0
$ 5,500 THRU $ 6,999	1,821	54	3.0	216	11.9	7	.4	17	.9	1,527	83.9
$ 7,000 THRU $ 7,999	3,159	62	2.0	170	5.4	11	.3	10	.3	2,906	92.0
$ 8,000 THRU $ 8,999	3,149	23	.7	121	3.8	7	.2	23	.7	2,975	94.5
$ 9,000 THRU $ 9,999	257	1	.4	10	3.9			5	1.9	241	93.8
$10,000 THRU $13,999	506	1	.2	9	1.8			2	.4	494	97.6
$14,000 THRU $17,999	30									30	100.0
$18,000 AND OVER	4									4	100.0
TOTAL POSTAL FIELD SERVICE.....	1,546	13	.8	28	1.8	1	.1	10	.6	1,494	96.6
PFS- 1 THRU 5*	1,307	13	1.0	28	2.1	1	.1	9	.7	1,256	96.1
PFS- 6 THRU 9	200							1	.5	199	99.5
PFS-10 THRU 12	33									33	100.0
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	51	1	2.0	1	2.0					49	96.1
UP THRU $6,499	24	1	4.2							23	95.8
$ 6,500 THRU $ 9,999	16			1	6.3					15	93.8
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999	3									3	100.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY TABLE 4-65

STANDARD METROPOLITAN STATISTICAL AREA
SAN ANTONIO, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	38,791	2,695	6.9	15,465	39.9	31	.1	59	.2	20,541	53.0
TOTAL GENERAL SCHEDULE OR SIMILAR.....	20,275	827	4.1	5,160	25.5	21	.1	40	.2	14,227	70.2
GS- 1 THRU 4	5,353	432	8.1	2,254	42.1	3	.1	9	.2	2,655	49.6
GS- 5 THRU 8	5,828	241	4.1	1,666	28.6	4	.1	14	.2	3,903	67.0
GS- 9 THRU 11	6,444	139	2.2	1,060	16.4	11	.2	12	.2	5,222	81.0
GS-12 THRU 13	2,335	14	.6	172	7.4	3	.1	4	.2	2,142	91.7
GS-14 THRU 15	308	1	.3	7	2.3			1	.3	299	97.1
GS-16 THRU 18	7			1	14.3					6	85.7
TOTAL WAGE SYSTEMS.....	15,958	1,634	10.2	9,193	57.6	9	.1	17	.1	5,105	32.0
LP THRU $5,499	323	89	27.6	188	58.2					46	14.2
$ 5,500 THRU $ 6,999	1,988	319	16.0	1,332	67.0	1	.1	5	.3	331	16.6
$ 7,000 THRU $ 7,999.	4,555	725	15.9	2,928	64.3	2		6	.1	894	19.6
$ 8,000 THRU $ 8,999	5,559	354	6.4	3,229	58.1	4	.1	3	.1	1,969	35.4
$ 9,000 THRU $ 9,999	2,398	112	4.7	1,146	47.8	2	.1	3	.1	1,135	47.3
$10,000 THRU $13,999	1,058	35	3.3	364	34.4					659	62.3
$14,000 THRU $17,999	67			6	9.0					61	91.0
$18,000 AND OVER	10									10	100.0
TOTAL POSTAL FIELD SERVICE.....	2,499	234	9.4	1,096	43.9	1		2	.1	1,166	46.7
PFS- 1 THRU 5*	1,997	205	10.3	924	46.3	1	.1	2	.1	865	43.3
PFS- 6 THRU 9	438	29	6.6	163	37.2					246	56.2
PFS-10 THRU 12	56			7	12.5					49	87.5
PFS-13 THRU 16	8			2	25.0					6	75.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	59			16	27.1					43	72.9
LP THRU $6,499	15			11	73.3					4	26.7
$ 6,500 THRU $ 9,999	23			4	17.4					19	82.6
$10,000 THRU $13,999	6									6	100.0
$14,000 THRU $17,999	5									5	100.0
$18,000 THRU $25,999	5			1	20.0					4	80.0
$26,000 AND OVER	5									5	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-65a

STANDARD METROPOLITAN STATISTICAL AREA
SAN ANTONIO, TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	40,616	2,828	7.0	16,116	39.7	35	.1	56	.1	21,581	53.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	20,816	822	3.9	5,147	24.7	23	.1	39	.2	14,785	71.0
GS- 1 THRU 4	5,627	433	7.7	2,281	40.5	2		7	.1	2,904	51.6
GS- 5 THRU 8	6,027	253	4.2	1,666	27.6	5	.1	16	.3	4,087	67.8
GS- 9 THRU 11	6,584	126	1.9	1,037	15.8	13	.2	11	.2	5,397	82.0
GS-12 THRU 13	2,275	9	.4	155	6.8	2	.1	4	.2	2,105	92.5
GS-14 THRU 15	296	1	.3	7	2.4	1	.3	1	.3	286	96.6
GS-16 THRU 18	7			1	14.3					6	85.7
TOTAL WAGE SYSTEMS.....	17,269	1,789	10.4	9,867	57.1	10	.1	17	.1	5,586	32.3
UP THRU $5,499	2,625	474	18.1	1,748	66.6	1		5	.2	397	15.1
$ 5,500 THRU $ 6,999	5,560	822	14.8	3,513	63.7	4	.1	8	.1	1,183	21.3
$ 7,000 THRU $ 7,999	6,833	426	6.2	3,782	55.3	4	.1	4	.1	2,617	38.3
$ 8,000 THRU $ 8,999	1,507	62	4.1	628	41.7	1	.1			816	54.1
$ 9,000 THRU $ 9,999	377	3	.8	108	28.6					266	70.6
$10,000 THRU $13,999	346	2	.6	56	16.2					288	83.2
$14,000 THRU $17,999	20			2	10.0					18	90.0
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	2,480	217	8.8	1,091	44.0	2	.1			1,170	47.2
PFS- 1 THRU 5*	2,000	193	9.7	933	46.7	2	.1			872	43.6
PFS- 6 THRU 9	418	24	5.7	150	35.9					244	58.4
PFS-10 THRU 12	54			6	11.1					48	88.9
PFS-13 THRU 16	7			2	28.6					5	71.4
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	51			11	21.6					40	78.4
UP THRU $6,499	18			5	27.8					13	72.2
$ 6,500 THRU $ 9,999	16			5	31.3					11	68.8
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999	5			1	20.0					4	80.0
$18,000 THRU $25,999	3									3	100.0
$26,000 AND OVER	5									5	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 4-66

STANDARD METROPOLITAN STATISTICAL AREA
SAN BERNADINO-RIVERSIDE-ONTARIO, CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	13,121	813	6.2	1,554	11.8	168	1.3	72	.5	10,514	80.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	5,814	213	3.7	332	5.7	90	1.5	38	.7	5,141	88.4
GS- 1 THRU 4	1,367	75	5.5	124	9.1	42	3.1	11	.8	1,115	81.6
GS- 5 THRU 8	1,886	82	4.3	137	7.3	31	1.6	11	.6	1,625	86.2
GS- 9 THRU 11	1,387	41	3.0	57	4.1	12	.9	8	.6	1,269	91.5
GS-12 THRU 13	1,032	14	1.4	14	1.4	5	.5	8	.8	991	96.0
GS-14 THRU 15	139	1	.7							138	99.3
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	4,256	410	9.6	956	22.5	71	1.7	22	.5	2,797	65.7
LP THRU $5,499											
$ 5,500 THRU $ 6,999	326	69	21.2	91	27.9	9	2.8	2	.6	155	47.5
$ 7,000 THRU $ 7,999	631	79	12.5	163	25.8	13	2.1	2	.3	374	59.3
$ 8,000 THRU $ 8,999	1,187	147	12.4	371	31.3	27	2.3	7	.6	635	53.5
$ 9,000 THRU $ 9,999	1,339	81	6.0	258	19.3	18	1.3	8	.6	974	72.7
$10,000 THRU $13,999	708	33	4.7	67	9.5	4	.6	3	.4	601	84.9
$14,000 THRU $17,999	61	1	1.6	6	9.8					54	88.5
$19,000 AND OVER	4									4	100.0
TOTAL POSTAL FIELD SERVICE.....	3,017	189	6.3	263	8.7	7	.2	12	.4	2,546	84.4
PFS- 1 THRU 5*	2,489	170	6.8	232	9.3	7	.3	11	.4	2,069	83.1
PFS- 6 THRU 9	429	19	4.4	28	6.5			1	.2	381	88.8
PFS-10 THRU 12	91			3	3.3					88	96.7
PFS-13 THRU 16	8									8	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	34	1	2.9	3	8.8					30	88.2
LP THRU $6,499	11									11	100.0
$ 6,500 THRU $ 9,999	22	1	4.5	3	13.6					18	81.8
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-66a

STANDARD METROPOLITAN STATISTICAL AREA
SAN BERNADINO-RIVERSIDE-ONTARIO,CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	14,120	829	5.9	1,65[illegible]	11.7	166	1.2	66	.5	11,405	80.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	6,331	226	3.6	371	5.9	91	1.4	38	.6	5,605	88.5
GS- 1 THRU 4	1,638	89	5.4	164	10.0	53	3.2	11	.7	1,321	80.6
GS- 5 THRU 8	1,990	81	4.1	136	6.8	25	1.3	10	.5	1,738	87.3
GS- 9 THRU 11	1,499	40	2.7	58	3.9	10	.7	11	.7	1,380	92.1
GS-12 THRU 13	1,056	15	1.4	13	1.2	3	.3	6	.6	1,019	96.5
GS-14 THRU 15	145	1	.7							144	99.3
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	4,779	434	9.1	1,022	21.4	70	1.5	23	.5	3,230	67.6
UP THRU $5,499	40	1	2.5	3	7.5					36	90.0
$ 5,500 THRU $ 6,999	656	117	17.8	183	27.9	11	1.7	5	.8	340	51.8
$ 7,000 THRU $ 7,999	1,344	131	9.7	358	26.6	28	2.1	6	.4	821	61.1
$ 8,000 THRU $ 8,999	1,285	115	8.9	293	22.8	20	1.6	8	.6	849	66.1
$ 9,000 THRU $ 9,999	800	50	6.3	124	15.5	8	1.0	2	.3	616	77.0
$10,000 THRU $13,999	613	20	3.3	57	9.3	3	.5	2	.3	531	86.6
$14,000 THRU $17,999	40			4	10.0					36	90.0
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	2,978	168	5.6	258	8.7	5	.2	5	.2	2,542	85.4
PFS- 1 THRU 5*	2,484	154	6.2	230	9.3	5	.2	4	.2	2,091	84.2
PFS- 6 THRU 9	401	14	3.5	25	6.2			1	.2	361	90.0
PFS-10 THRU 12	86			3	3.5					83	96.5
PFS-13 THRU 16	7									7	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	32	1	3.1	3	9.4					28	87.5
UP THRU $6,499	15	1	6.7							14	93.3
$ 6,500 THRU $ 9,999	16			3	18.8					13	81.3
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 4-67

STANDARD METROPOLITAN STATISTICAL AREA
SAN DIEGO, CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	29,272	2,349	8.0	1,813	6.2	122	.4	853	2.9	24,135	82.5
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,370	497	3.7	414	3.1	54	.4	339	2.5	12,066	90.2
GS- 1 THRU 4	3,939	270	6.9	146	3.7	16	.4	138	3.5	3,369	85.5
GS- 5 THRU 8	3,280	124	3.8	125	3.8	16	.5	75	2.3	2,940	89.6
GS- 9 THRU 11	3,543	63	1.8	109	3.1	19	.5	76	2.1	3,276	92.5
GS-12 THRU 13	2,190	38	1.7	31	1.4	2	.1	45	2.1	2,074	94.7
GS-14 THRU 15	410	2	.5	3	.7	1	.2	5	1.2	399	97.3
GS-16 THRU 18	8									8	100.0
TOTAL WAGE SYSTEMS.....	11,442	1,467	12.8	1,219	10.7	55	.5	431	3.8	8,270	72.3
LP THRU $5,499	54	2	3.7	16	29.6					36	66.7
$ 5,500 THRU $ 6,999	896	234	26.1	100	11.2	5	.6	149	16.6	408	45.5
$ 7,000 THRU $ 7,999	2,194	432	19.7	278	12.7	11	.5	136	6.2	1,337	60.9
$ 8,000 THRU $ 8,999	3,373	498	14.8	411	12.2	12	.4	84	2.5	2,368	70.2
$ 9,000 THRU $ 9,999	3,513	264	7.5	352	10.0	23	.7	53	1.5	2,821	80.3
$10,000 THRU $13,999	1,350	37	2.7	61	4.5	4	.3	9	.7	1,239	91.8
$14,000 THRU $17,999	48			1	2.1					47	97.9
$18,000 AND OVER	14									14	100.0
TOTAL POSTAL FIELD SERVICE.....	4,391	377	8.6	176	4.0	13	.3	82	1.9	3,743	85.2
PFS- 1 THRU 5*	3,621	322	8.9	146	4.0	11	.3	72	2.0	3,070	84.8
PFS- 6 THRU 9	654	54	8.3	29	4.4	2	.3	9	1.4	560	85.6
PFS-10 THRU 12	100	1	1.0	1	1.0			1	1.0	97	97.0
PFS-13 THRU 16	15									15	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	69	8	11.6	4	5.8			1	1.4	56	81.2
LP THRU $6,499	38	8	21.1	3	7.9			1	2.6	26	68.4
$ 6,500 THRU $ 9,999	23			1	4.3					22	95.7
$10,000 THRU $13,999											
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	8									8	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-67a

STANDARD METROPOLITAN STATISTICAL AREA
SAN DIEGO, CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	29,986	2,354	7.9	1,820	6.1	123	.4	828	2.8	24,861	82.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	13,377	474	3.5	402	3.0	54	.4	313	2.3	12,134	90.7
GS- 1 THRU 4	4,324	270	6.2	162	3.7	15	.3	137	3.2	3,740	86.5
GS- 5 THRU 8	3,266	115	3.5	110	3.4	15	.5	72	2.2	2,954	90.4
GS- 9 THRU 11	3,433	61	1.8	97	2.8	18	.5	67	2.0	3,190	92.9
GS-12 THRU 13	2,008	26	1.3	29	1.4	5	.2	33	1.6	1,915	95.4
GS-14 THRU 15	340	2	.6	4	1.2	1	.3	4	1.2	329	96.8
GS-16 THRU 18	6									6	100.0
TOTAL WAGE SYSTEMS.....	12,456	1,596	12.8	1,261	10.1	58	.5	451	3.6	9,090	73.0
UP THRU $5,499	181	21	11.6	36	19.9	3	1.7	21	11.6	100	55.2
$ 5,500 THRU $ 6,999	2,044	481	23.5	198	9.7	11	.5	237	11.6	1,117	54.6
$ 7,000 THRU $ 7,999	3,983	686	17.2	501	12.6	16	.4	113	2.8	2,667	67.0
$ 8,000 THRU $ 8,999	4,605	368	8.0	448	9.7	25	.5	72	1.6	3,692	80.2
$ 9,000 THRU $ 9,999	607	21	3.5	40	6.6	3	.5	3	.5	540	89.0
$10,000 THRU $13,999	995	19	1.9	37	3.7			5	.5	934	93.9
$14,000 THRU $17,999	35			1	2.9					34	97.1
$18,000 AND OVER	6									6	100.0
TOTAL POSTAL FIELD SERVICE.....	4,095	283	6.9	156	3.8	10	.2	64	1.6	3,582	87.5
PFS- 1 THRU 5*	3,460	251	7.3	132	3.8	8	.2	59	1.7	3,010	87.0
PFS- 6 THRU 9	528	31	5.9	23	4.4	2	.4	4	.8	468	88.6
PFS-10 THRU 12	94	1	1.1	1	1.1			1	1.1	91	96.8
PFS-13 THRU 16	12									12	100.0
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	58	1	1.7	1	1.7	1	1.7			55	94.8
UP THRU $6,499	19	1	5.3	1	5.3					17	89.5
$ 6,500 THRU $ 9,999	25					1	4.0			24	96.0
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999											
$26,000 AND OVER	8									8	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY TABLE 4-66

STANDARD METROPOLITAN STATISTICAL AREA
SAN FRANCISCO-OAKLAND, CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	73,408	16,767	22.8	2,762	3.8	284	.4	5,794	7.9	47,801	65.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	30,513	4,452	14.6	831	2.7	130	.4	2,010	6.6	23,090	75.7
GS- 1 THRU 4	7,403	2,130	28.8	283	3.8	52	.7	438	5.9	4,500	60.8
GS- 5 THRU 8	9,504	1,766	18.6	303	3.2	43	.5	801	8.4	6,591	69.3
GS- 9 THRU 11	6,968	397	5.7	148	2.1	20	.3	529	7.6	5,874	84.3
GS-12 THRU 13	5,079	131	2.6	83	1.6	12	.2	203	4.0	4,650	91.6
GS-14 THRU 15	1,479	27	1.8	13	.9	3	.2	39	2.6	1,397	94.5
GS-16 THRU 18	80	1	1.3	1	1.3					78	97.5
TOTAL WAGE SYSTEMS.....	21,530	6,020	28.0	1,001	4.6	90	.4	2,002	9.3	12,417	57.7
LP THRU $5,499	65	20	30.8			2	3.1	4	6.2	39	60.0
$ 5,500 THRU $ 6,999	2,030	664	32.7	79	3.9	5	.2	404	19.9	878	43.3
$ 7,000 THRU $ 7,999	1,455	630	43.3	82	5.6	4	.3	197	13.5	542	37.3
$ 8,000 THRU $ 8,999	4,701	2,133	45.4	181	3.9	16	.3	370	7.9	2,001	42.6
$ 9,000 THRU $ 9,999	8,522	2,078	24.4	477	5.6	40	.5	705	8.3	5,222	61.3
$10,000 THRU $13,999	4,312	487	11.3	175	4.1	21	.5	317	7.4	3,312	76.8
$14,000 THRU $17,999	338	7	2.1	6	1.8	2	.6	4	1.2	319	94.4
$18,000 AND OVER	107	1	.9	1	.9			1	.9	104	97.2
TOTAL POSTAL FIELD SERVICE.....	20,899	6,261	30.0	923	4.4	64	.3	1,756	8.4	11,895	56.9
PFS- 1 THRU 5*	17,186	5,309	30.9	800	4.7	54	.3	1,399	8.1	9,624	56.0
PFS- 6 THRU 9	2,862	856	29.9	103	3.6	10	.3	299	10.4	1,594	55.7
PFS-10 THRU 12	502	71	14.1	14	2.8			45	9.0	372	74.1
PFS-13 THRU 16	302	25	8.3	5	1.7			12	4.0	260	86.1
PFS-17 THRU 19	44			1	2.3			1	2.3	42	95.5
PFS-20 THRU 21	3									3	100.0
TOTAL OTHER PAY SYSTEMS	466	34	7.3	7	1.5			26	5.6	399	85.6
LP THRU $6,499	118	25	21.2	6	5.1			19	16.1	68	57.6
$ 6,500 THRU $ 9,999	118	6	5.1	1	.8			3	2.5	108	91.5
$10,000 THRU $13,999	187	2	1.1					3	1.6	182	97.3
$14,000 THRU $17,999	20							1	5.0	19	95.0
$18,000 THRU $25,999	17	1	5.9							16	94.1
$25,000 AND OVER	6									6	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-68a

STANDARD METROPOLITAN STATISTICAL AREA
SAN FRANCISCO-OAKLAND, CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	88,843	18,990	21.4	3,164	3.6	333	.4	6,453	7.3	59,903	67.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	34,605	4,944	14.3	903	2.6	148	.4	2,225	6.4	26,385	76.2
GS- 1 THRU 4	8,839	2,462	27.9	320	3.6	65	.7	498	5.6	5,494	62.2
GS- 5 THRU 8	10,742	1,920	17.9	321	3.0	41	.4	854	8.0	7,606	70.8
GS- 9 THRU 11	8,452	419	5.0	181	2.1	27	.3	651	7.7	7,174	84.9
GS-12 THRU 13	5,112	119	2.3	68	1.3	15	.3	186	3.6	4,724	92.4
GS-14 THRU 15	1,387	23	1.7	13	.9			36	2.6	1,315	94.8
GS-16 THRU 18	73	1	1.4							72	98.6
TOTAL WAGE SYSTEMS.....	33,934	7,949	23.4	1,393	4.1	121	.4	2,489	7.3	21,982	64.8
UP THRU $5,499	561	80	14.3	14	2.5	1	.2	172	30.7	294	52.4
$ 5,500 THRU $ 6,999	4,316	1,223	28.3	160	3.7	6	.1	575	13.3	2,352	54.5
$ 7,000 THRU $ 7,999	5,447	1,980	36.4	238	4.4	16	.3	433	7.9	2,780	51.0
$ 8,000 THRU $ 8,999	8,787	2,673	30.4	371	4.2	35	.4	638	7.3	5,070	57.7
$ 9,000 THRU $ 9,999	9,608	1,604	16.7	485	5.0	43	.4	455	4.7	7,021	73.1
$10,000 THRU $13,999	4,903	386	7.9	123	2.5	20	.4	213	4.3	4,161	84.9
$14,000 THRU $17,999	241	3	1.2	2	.8			3	1.2	233	96.7
$18,000 AND OVER	71									71	100.0
TOTAL POSTAL FIELD SERVICE.....	19,867	6,071	30.6	865	4.4	63	.3	1,730	8.7	11,138	56.1
PFS- 1 THRU 5*	16,715	5,353	32.0	770	4.6	54	.3	1,432	8.6	9,106	54.5
PFS- 6 THRU 9	2,423	654	27.0	83	3.4	9	.4	258	10.6	1,419	58.6
PFS-10 THRU 12	433	51	11.8	8	1.8			30	6.9	344	79.4
PFS-13 THRU 16	260	12	4.6	4	1.5			9	3.5	235	90.4
PFS-17 THRU 19	33	1	3.0					1	3.0	31	93.9
PFS-20 THRU 21	3									3	100.0
TOTAL OTHER PAY SYSTEMS	437	26	5.9	3	.7	1	.2	9	2.1	398	91.1
UP THRU $6,499	107	19	17.8	2	1.9	1	.9	4	3.7	81	75.7
$ 6,500 THRU $ 9,999	191	5	2.6	1	.5			4	2.1	181	94.8
$10,000 THRU $13,999	62							1	1.6	61	98.4
$14,000 THRU $17,999	55	1	1.8							54	98.2
$18,000 THRU $25,999	16									16	100.0
$26,000 AND OVER	6	1	16.7							5	83.3

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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STANDARD METROPOLITAN STATISTICAL AREA
SAN JOSE, CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,442	561	6.6	586	6.9	34	.4	393	4.7	6,868	81.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,980	215	5.4	117	2.9	22	.6	157	3.9	3,469	87.2
GS- 1 THRU 4	579	87	15.0	33	5.7	8	1.4	17	2.9	434	75.0
GS- 5 THRU 8	911	90	9.9	36	4.0	7	.8	41	4.5	737	80.9
GS- 9 THRU 11	1,138	27	2.4	32	2.8	4	.4	41	3.6	1,034	90.9
GS-12 THRU 13	905	9	1.0	10	1.1	2	.2	42	4.6	842	93.0
GS-14 THRU 15	423	2	.5	6	1.4	1	.2	16	3.8	398	94.1
GS-16 THRU 18	24									24	100.0
TOTAL WAGE SYSTEMS.....	896	137	15.3	101	11.3	4	.4	36	4.0	618	69.0
UP THRU $5,499	4									4	100.0
$ 5,500 THRU $ 6,999	15	7	46.7							8	53.3
$ 7,000 THRU $ 7,999	122	56	45.9	21	17.2	1	.8	4	3.3	40	32.8
$ 8,000 THRU $ 8,999	125	37	29.6	20	16.0			6	4.8	62	49.6
$ 9,000 THRU $ 9,999	224	23	10.3	26	11.6	1	.4	14	6.3	160	71.4
$10,000 THRU $13,999	382	13	3.4	32	8.4	2	.5	12	3.1	323	84.6
$14,000 THRU $17,999	24	1	4.2	2	8.3					21	87.5
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	3,495	206	5.9	366	10.5	8	.2	198	5.7	2,717	77.7
PFS- 1 THRU 5*	2,934	193	6.6	301	10.3	8	.3	157	5.4	2,275	77.5
PFS- 6 THRU 9	478	12	2.5	57	11.9			37	7.7	372	77.8
PFS-10 THRU 12	66	1	1.5	5	7.6			4	6.1	56	84.8
PFS-13 THRU 16	16			3	18.8					13	81.3
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	71	3	4.2	2	2.8			2	2.8	64	90.1
UP THRU $6,499	33	3	9.1	2	6.1			1	3.0	27	81.8
$ 6,500 THRU $ 9,999	11							1	9.1	10	90.9
$10,000 THRU $13,999	1									1	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999											
$26,000 AND OVER	24									24	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-69a

STANDARD METROPOLITAN STATISTICAL AREA
SAN JOSE, CALIFORNIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,475	549	6.5	602	7.1	37	.4	375	4.4	6,912	81.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	4,022	228	5.7	121	3.0	22	.5	158	3.9	3,493	86.8
GS- 1 THRU 4	651	107	16.4	42	6.5	11	1.7	22	3.4	469	72.0
GS- 5 THRU 8	892	85	9.5	36	4.0	4	.4	38	4.3	729	81.7
GS- 9 THRU 11	1,041	27	2.6	26	2.5	4	.4	40	3.8	944	90.7
GS-12 THRU 13	997	7	.7	11	1.1	2	.2	41	4.1	936	93.9
GS-14 THRU 15	415	2	.5	6	1.4	1	.2	17	4.1	389	93.7
GS-16 THRU 18	26									26	100.0
TOTAL WAGE SYSTEMS.....	944	145	15.4	111	11.8	5	.5	35	3.7	648	68.6
UP THRU $5,499	1									1	100.0
$ 5,500 THRU $ 6,999	129	55	42.6	24	18.6	1	.8	9	7.0	40	31.0
$ 7,000 THRU $ 7,999	160	56	35.0	20	12.5	1	.6	5	3.1	78	48.8
$ 8,000 THRU $ 8,999	146	19	13.0	23	15.8			6	4.1	98	67.1
$ 9,000 THRU $ 9,999	336	8	2.4	27	8.0	2	.6	12	3.6	287	85.4
$10,000 THRU $13,999	163	7	4.3	15	9.2	1	.6	3	1.8	137	84.0
$14,000 THRU $17,999	9			2	22.2					7	77.8
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	3,414	168	4.9	368	10.8	10	.3	178	5.2	2,690	78.8
PFS- 1 THRU 5*	2,899	159	5.5	311	10.7	10	.3	136	4.7	2,283	78.8
PFS- 6 THRU 9	441	8	1.8	49	11.1			38	8.6	346	78.5
PFS-10 THRU 12	59	1	1.7	5	8.5			4	6.8	49	83.1
PFS-13 THRU 16	14			3	21.4					11	78.6
PFS-17 THRU 19	1									1	100.0
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	95	8	8.4	2	2.1			4	4.2	81	85.3
UP THRU $6,499	41	8	19.5	1	2.4			3	7.3	29	70.7
$ 6,500 THRU $ 9,999	27			1	3.7			1	3.7	25	92.6
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER	23									23	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-70

STANDARD METROPOLITAN STATISTICAL AREA
SEATTLE-EVERETT, WASHINGTON

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	15,586	1,114	7.1	93	.6	123	.8	628	4.0	13,628	87.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,663	303	4.0	42	.5	63	.8	242	3.2	7,013	91.5
GS- 1 THRU 4	1,525	142	9.3	15	1.0	27	1.8	48	3.1	1,293	84.8
GS- 5 THRU 8	2,079	86	4.1	11	.5	17	.8	90	4.3	1,875	90.2
GS- 9 THRU 11	1,982	41	2.1	8	.4	8	.4	61	3.1	1,864	94.0
GS-12 THRU 13	1,643	28	1.7	6	.4	11	.7	35	2.1	1,563	95.1
GS-14 THRU 15	420	6	1.4	2	.5			8	1.9	404	96.2
GS-16 THRU 18	14									14	100.0
TOTAL WAGE SYSTEMS.....	1,681	196	11.7	13	.8	21	1.2	105	6.2	1,346	80.1
UP THRU $5,499	22					2	9.1	10	45.5	10	45.5
$ 5,500 THRU $ 6,999	239	22	9.2	3	1.3	5	2.1	36	15.1	173	72.4
$ 7,000 THRU $ 7,999	385	102	26.5	2	.5	5	1.3	35	9.1	241	62.6
$ 8,000 THRU $ 8,999	314	46	14.6	3	1.0	4	1.3	13	4.1	248	79.0
$ 9,000 THRU $ 9,999	323	15	4.6	3	.9	1	.3	8	2.5	296	91.6
$10,000 THRU $13,999	353	10	2.8	1	.3	4	1.1	3	.8	335	94.9
$14,000 THRU $17,999	28									28	100.0
$18,000 AND OVER	17	1	5.9	1	5.9					15	88.2
TOTAL POSTAL FIELD SERVICE.....	5,888	607	10.3	38	.6	38	.6	273	4.6	4,932	83.8
PFS- 1 THRU 5*	4,611	498	10.8	32	.7	35	.8	209	4.5	3,837	83.2
PFS- 6 THRU 9	989	100	10.1	6	.6	1	.1	63	6.4	819	82.8
PFS-10 THRU 12	144	4	2.8			2	1.4	1	.7	137	95.1
PFS-13 THRU 16	117	5	4.3							112	95.7
PFS-17 THRU 19	25									25	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	354	8	2.3			1	.3	8	2.3	337	95.2
UP THRU $6,499	76	4	5.3					1	1.3	71	93.4
$ 6,500 THRU $ 9,999	102	1	1.0			1	1.0	5	4.9	95	93.1
$10,000 THRU $13,999	142	2	1.4					1	.7	139	97.9
$14,000 THRU $17,999	16	1	6.3							15	93.8
$18,000 THRU $25,999	16							1	6.3	15	93.8
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-70a

STANDARD METROPOLITAN STATISTICAL AREA
SEATTLE-EVERETT, WASHINGTON

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	15,497	1,094	7.1	70	.5	110	.7	609	3.9	13,614	87.8
TOTAL GENERAL SCHEDULE OR SIMILAR.....	7,376	283	3.8	24	.3	53	.7	220	3.0	6,796	92.1
GS- 1 THRU 4	1,582	158	10.0	6	.4	21	1.3	53	3.4	1,344	85.0
GS- 5 THRU 8	1,946	75	3.9	8	.4	14	.7	79	4.1	1,770	91.0
GS- 9 THRU 11	2,069	29	1.4	7	.3	11	.5	52	2.5	1,970	95.2
GS-12 THRU 13	1,473	19	1.3	3	.2	7	.5	32	2.2	1,412	95.9
GS-14 THRU 15	297	2	.7					4	1.3	291	98.0
GS-16 THRU 18	9									9	100.0
TOTAL WAGE SYSTEMS.....	1,918	215	11.2	14	.7	17	.9	111	5.8	1,561	81.4
UP THRU $5,499	118	5	4.2	1	.8			38	32.2	74	62.7
$ 5,500 THRU $ 6,999	328	60	18.3	4	1.2	4	1.2	37	11.3	223	68.0
$ 7,000 THRU $ 7,999	402	81	20.1	4	1.0	6	1.5	23	5.7	288	71.6
$ 8,000 THRU $ 8,999	412	38	9.2	4	1.0	4	1.0	8	1.9	358	86.9
$ 9,000 THRU $ 9,999	302	14	4.6			2	.7	4	1.3	282	93.4
$10,000 THRU $13,999	315	17	5.4			1	.3	1	.3	296	94.0
$14,000 THRU $17,999	27									27	100.0
$18,000 AND OVER	14			1	7.1					13	92.9
TOTAL POSTAL FIELD SERVICE.....	5,895	591	10.0	32	.5	39	.7	271	4.6	4,962	84.2
PFS- 1 THRU 5*	4,752	497	10.5	26	.5	37	.8	222	4.7	3,970	83.5
PFS- 6 THRU 9	878	88	10.0	6	.7	1	.1	48	5.5	735	83.7
PFS-10 THRU 12	135	2	1.5			1	.7	1	.7	131	97.0
PFS-13 THRU 16	110	4	3.6							106	96.4
PFS-17 THRU 19	18									18	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	308	5	1.6			1	.3	7	2.3	295	95.8
UP THRU $6,499	97	1	1.0					3	3.1	93	95.9
$ 6,500 THRU $ 9,999	123	3	2.4			1	.8	4	3.3	115	93.5
$10,000 THRU $13,999	51									51	100.0
$14,000 THRU $17,999	26	1	3.8							25	96.2
$18,000 THRU $25,999	9									9	100.0
$26,000 AND OVER	2									2	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY

TABLE 4-71

STANDARD METROPOLITAN STATISTICAL AREA
SHREVEPORT, LOUISIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,923	404	13.8	14	.5	1		1		2,503	85.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,474	110	7.5	10	.7	1	.1	1	.1	1,352	91.7
GS- 1 THRU 4	406	88	21.7	6	1.5					312	76.8
GS- 5 THRU 8	427	19	4.4	2	.5	1	.2			405	94.8
GS- 9 THRU 11	398	2	.5					1	.3	395	99.2
GS-12 THRU 13	194	1	.5	1	.5					192	99.0
GS-14 THRU 15	48			1	2.1					47	97.9
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	599	209	34.9	4	.7					386	64.4
LP THRU $5,499	145	111	76.6							34	23.4
$ 5,500 THRU $ 6,999	77	49	63.6							28	36.4
$ 7,000 THRU $ 7,999	107	39	36.4	2	1.9					66	61.7
$ 8,000 THRU $ 8,999	188	6	3.2	2	1.1					180	95.7
$ 9,000 THRU $ 9,999	34	2	5.9							32	94.1
$10,000 THRU $13,999	48	2	4.2							46	95.8
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	827	81	9.8							746	90.2
PFS- 1 THRU 5*	642	79	12.3							563	87.7
PFS- 6 THRU 9	161	2	1.2							159	98.8
PFS-10 THRU 12	19									19	100.0
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	23	4	17.4							19	82.6
LP THRU $6,499	8	3	37.5							5	62.5
$ 6,500 THRU $ 9,999	7									7	100.0
$10,000 THRU $13,999	3									3	100.0
$14,000 THRU $17,999	2	1	50.0							1	50.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-71a

STANDARD METROPOLITAN STATISTICAL AREA
SHREVEPORT, LOUISIANA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	2,887	377	13.1	15	.5	2	.1	1		2,492	86.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,413	94	6.7	10	.7	2	.1	1	.1	1,306	92.4
GS- 1 THRU 4	431	83	19.3	6	1.4	2	.5			340	78.9
GS- 5 THRU 8	371	9	2.4	3	.8					359	96.8
GS- 9 THRU 11	395	2	.5	1	.3			1	.3	391	99.0
GS-12 THRU 13	166									166	100.0
GS-14 THRU 15	49									49	100.0
GS-16 THRU 18	1									1	100.0
TOTAL WAGE SYSTEMS.....	607	204	33.6	3	.5					400	65.9
UP THRU $5,499	164	126	76.8							38	23.2
$ 5,500 THRU $ 6,999	88	51	58.0							37	42.0
$ 7,000 THRU $ 7,999	226	24	10.6	2	.9					200	88.5
$ 8,000 THRU $ 8,999	77	2	2.6	1	1.3					74	96.1
$ 9,000 THRU $ 9,999	12	1	8.3							11	91.7
$10,000 THRU $13,999	40									40	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	836	77	9.2	2	.2					757	90.6
PFS- 1 THRU 5*	658	75	11.4	2	.3					581	88.3
PFS- 6 THRU 9	155	2	1.3							153	98.7
PFS-10 THRU 12	18									18	100.0
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	31	2	6.5							29	93.5
UP THRU $6,499	13	2	15.4							11	84.6
$ 6,500 THRU $ 9,999	8									8	100.0
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	4									4	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 4-72

STANDARD METROPOLITAN STATISTICAL AREA
TACOMA, WASHINGTON

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	7,845	496	6.3	52	.7	47	.6	136	1.7	7,114	90.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,818	185	4.8	25	.7	16	.4	66	1.7	3,526	92.4
GS- 1 THRU 4	1,414	106	7.5	14	1.0	4	.3	32	2.3	1,258	89.0
GS- 5 THRU 8	1,396	64	4.6	11	.8	10	.7	22	1.6	1,289	92.3
GS- 9 THRU 11	723	12	1.7			1	.1	9	1.2	701	97.0
GS-12 THRU 13	248	3	1.2			1	.4	3	1.2	241	97.2
GS-14 THRU 15	35									35	100.0
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	2,986	273	9.1	20	.7	24	.8	60	2.0	2,609	87.4
UP THRU $5,499	3									3	100.0
$ 5,500 THRU $ 6,999	85	34	40.0	1	1.2			8	9.4	42	49.4
$ 7,000 THRU $ 7,999	509	133	26.1	13	2.6	5	1.0	36	7.1	322	63.3
$ 8,000 THRU $ 8,999	623	55	8.8	3	.5	6	1.0	7	1.1	552	88.6
$ 9,000 THRU $ 9,999	999	35	3.5	3	.3	10	1.0	9	.9	942	94.3
$10,000 THRU $13,999	734	15	2.0			3	.4			716	97.5
$14,000 THRU $17,999	33	1	3.0							32	97.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,011	35	3.5	6	.6	7	.7	10	1.0	953	94.3
PFS- 1 THRU 5*	833	33	4.0	6	.7	7	.8	9	1.1	778	93.4
PFS- 6 THRU 9	148	2	1.4					1	.7	145	98.0
PFS-10 THRU 12	25									25	100.0
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	30	3	10.0	1	3.3					26	86.7
LP THRU $6,499	14	1	7.1							13	92.9
$ 6,500 THRU $ 9,999	10	2	20.0	1	10.0					7	70.0
$10,000 THRU $13,999	6									6	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-72a

STANDARD METROPOLITAN STATISTICAL AREA
TACOMA, WASHINGTON

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	8,193	555	6.8	58	.7	46	.6	145	1.8	7,389	90.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,841	196	5.1	30	.8	15	.4	61	1.6	3,539	92.1
GS- 1 THRU 4	1,539	126	8.2	21	1.4	7	.5	30	1.9	1,355	88.0
GS- 5 THRU 8	1,332	56	4.2	9	.7	7	.5	21	1.6	1,239	93.0
GS- 9 THRU 11	690	12	1.7			1	.1	7	1.0	670	97.1
GS-12 THRU 13	240	1	.4					3	1.3	236	98.3
GS-14 THRU 15	38	1	2.6							37	97.4
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	3,308	322	9.7	22	.7	24	.7	76	2.3	2,864	86.6
UP THRU $5,499	14	4	28.6					1	7.1	9	64.3
$ 5,500 THRU $ 6,999	633	142	22.4	10	1.6	2	.3	44	7.0	435	68.7
$ 7,000 THRU $ 7,999	772	107	13.9	5	.6	8	1.0	24	3.1	628	81.3
$ 8,000 THRU $ 8,999	985	48	4.9	7	.7	6	.6	7	.7	917	93.1
$ 9,000 THRU $ 9,999	511	16	3.1			6	1.2			489	95.7
$10,000 THRU $13,999	389	5	1.3			2	.5			382	98.2
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,010	35	3.5	5	.5	7	.7	8	.8	955	94.6
PFS- 1 THRU 5*	831	31	3.7	5	.6	7	.8	8	1.0	780	93.9
PFS- 6 THRU 9	151	4	2.6							147	97.4
PFS-10 THRU 12	24									24	100.0
PFS-13 THRU 16	4									4	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	34	2	5.9	1	2.9					31	91.2
UP THRU $6,499	18	1	5.6	1	5.6					16	88.9
$ 6,500 THRU $ 9,999	12	1	8.3							11	91.7
$10,000 THRU $13,999	3									3	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 4-73

STANDARD METROPOLITAN STATISTICAL AREA
TAMPA-ST. PETERSBURG,FLORIDA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,746	351	5.2	338	5.0	6	.1	2		6,049	89.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,109	101	3.2	55	1.8	1		2	.1	2,950	94.9
GS- 1 THRU 4	857	57	6.7	12	1.4			1	.1	787	91.8
GS- 5 THRU 8	798	24	3.0	15	1.9	1	.1			758	95.0
GS- 9 THRU 11	857	15	1.8	16	1.9					826	96.4
GS-12 THRU 13	454	4	.9	5	1.1					445	98.0
GS-14 THRU 15	138	1	.7	6	4.3			1	.7	130	94.2
GS-16 THRU 18	5			1	20.0					4	80.0
TOTAL WAGE SYSTEMS.....	589	122	20.7	24	4.1					443	75.2
LP THRU $5,499	155	58	37.4	4	2.6					93	60.0
$ 5,500 THRU $ 6,999	221	51	23.1	9	4.1					161	72.9
$ 7,000 THRU $ 7,999	98	10	10.2	5	5.1					83	84.7
$ 8,000 THRU $ 8,999	70	1	1.4	4	5.7					65	92.9
$ 9,000 THRU $ 9,999	17	2	11.8	1	5.9					14	82.4
$10,000 THRU $13,999	28			1	3.6					27	96.4
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,989	127	4.2	258	8.6	5	.2			2,599	87.0
PFS- 1 THRU 5*	2,461	120	4.9	223	9.1	5	.2			2,113	85.9
PFS- 6 THRU 9	462	7	1.5	28	6.1					427	92.4
PFS-10 THRU 12	52			6	11.5					46	88.5
PFS-13 THRU 16	13									13	100.0
PFS-17 THRU 19	1			1	100.0						
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	59	1	1.7	1	1.7					57	96.6
LP THRU $6,499	27	1	3.7							26	96.3
$ 6,500 THRU $ 9,999	21									21	100.0
$10,000 THRU $13,999	8			1	12.5					7	87.5
$14,000 THRU $17,999	3									3	100.0
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-73a

STANDARD METROPOLITAN STATISTICAL AREA
TAMPA-ST. PETERSBURG,FLORIDA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	6,550	310	4.7	354	5.4	7	.1	1		5,878	89.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	3,077	93	3.0	60	1.9	2	.1	1		2,921	94.9
GS- 1 THRU 4	882	58	6.6	19	2.2	1	.1			804	91.2
GS- 5 THRU 8	759	20	2.6	13	1.7	1	.1			725	95.5
GS- 9 THRU 11	909	14	1.5	18	2.0					877	96.5
GS-12 THRU 13	391	1	.3	3	.8					387	99.0
GS-14 THRU 15	132			7	5.3			1	.8	124	93.9
GS-16 THRU 18	4									4	100.0
TOTAL WAGE SYSTEMS.....	565	110	19.5	22	3.9					433	76.6
UP THRU $5,499	244	92	37.7	5	2.0					147	60.2
$ 5,500 THRU $ 6,999	151	13	8.6	9	6.0					129	85.4
$ 7,000 THRU $ 7,999	111	5	4.5	4	3.6					102	91.9
$ 8,000 THRU $ 8,999	33			2	6.1					31	93.9
$ 9,000 THRU $ 9,999	14			2	14.3					12	85.7
$10,000 THRU $13,999	12									12	100.0
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	2,853	106	3.7	271	9.5	5	.2			2,471	86.6
PFS- 1 THRU 5*	2,393	101	4.2	238	9.9	5	.2			2,049	85.6
PFS- 6 THRU 9	391	5	1.3	26	6.6					360	92.1
PFS-10 THRU 12	56			6	10.7					50	89.3
PFS-13 THRU 16	12									12	100.0
PFS-17 THRU 19	1			1	100.0						
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	55	1	1.8	1	1.8					53	96.4
UP THRU $6,499	33	1	3.0							32	97.0
$ 6,500 THRU $ 9,999	15			1	6.7					14	93.3
$10,000 THRU $13,999	6									6	100.0
$14,000 THRU $17,999	1									1	100.0
$18,000 THRU $25,999											
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 4-74

STANDARD METROPOLITAN STATISTICAL AREA
WASHINGTON, D.C.-MARYLAND-VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	291,100	79,199	27.2	1,479	.5	436	.1	1,465	.5	208,521	71.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	228,180	47,971	21.0	1,257	.6	395	.2	1,333	.6	177,224	77.7
GS- 1 THRU 4	35,269	18,087	51.3	216	.6	56	.2	95	.3	16,815	47.7
GS- 5 THRU 8	70,462	21,976	31.2	382	.5	156	.2	259	.4	47,689	67.7
GS- 9 THRU 11	37,674	4,710	12.5	242	.6	71	.2	371	1.0	32,280	85.7
GS-12 THRU 13	46,845	2,329	5.0	280	.6	56	.1	401	.9	43,779	93.5
GS-14 THRU 15	33,862	796	2.4	126	.4	52	.2	197	.6	32,691	96.5
GS-16 THRU 18	4,068	73	1.8	11	.3	4	.1	10	.2	3,970	97.6
TOTAL WAGE SYSTEMS.....	37,662	21,337	56.7	93	.2	25	.1	39	.1	16,168	42.9
UP THRU $5,499	1,271	1,040	81.8	1	.1	1	.1	1	.1	228	17.9
$ 5,500 THRU $ 6,999	11,168	9,425	84.4	18	.2	5		7	.1	1,713	15.3
$ 7,000 THRU $ 7,999	6,945	5,403	77.8	17	.2	4	.1	9	.1	1,512	21.8
$ 8,000 THRU $ 8,999	4,878	2,575	52.8	7	.1	2		6	.1	2,288	46.9
$ 9,000 THRU $ 9,999	5,255	1,715	32.6	24	.5	4	.1	6	.1	3,506	66.7
$10,000 THRU $13,999	7,146	1,134	15.9	22	.3	9	.1	8	.1	5,973	83.6
$14,000 THRU $17,999	963	44	4.6	4	.4			2	.2	913	94.8
$18,000 AND OVER	36	1	2.8							35	97.2
TOTAL POSTAL FIELD SERVICE.....	14,782	9,082	61.4	36	.2	7		16	.1	5,641	38.2
PFS- 1 THRU 5*	12,101	7,971	65.9	30	.2	4		13	.1	4,083	33.7
PFS- 6 THRU 9	2,165	1,048	48.4	6	.3	1		2	.1	1,108	51.2
PFS-10 THRU 12	269	45	16.7			2	.7	1	.4	221	82.2
PFS-13 THRU 16	212	17	8.0							195	92.0
PFS-17 THRU 19	33	1	3.0							32	97.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	10,476	809	7.7	93	.9	9	.1	77	.7	9,488	90.6
UP THRU $6,499	707	142	20.1	21	3.0					544	76.9
$ 6,500 THRU $ 9,999	2,064	394	19.1	19	.9	3	.1	9	.4	1,639	79.4
$10,000 THRU $13,999	2,878	146	5.1	25	.9	2	.1	34	1.2	2,671	92.8
$14,000 THRU $17,999	994	40	4.0	8	.8	1	.1	12	1.2	933	93.9
$18,000 THRU $25,999	1,545	42	2.7	12	.8			13	.8	1,478	95.7
$26,000 AND OVER	2,288	45	2.0	8	.3	3	.1	9	.4	2,223	97.2

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY

TABLE 4-74a

STANDARD METROPOLITAN STATISTICAL AREA
WASHINGTON, D.C.-MARYLAND-VIRGINIA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	288,490	76,981	26.7	1,328	.5	412	.1	1,439	.5	208,330	72.2
TOTAL GENERAL SCHEDULE OR SIMILAR.....	225,383	46,000	20.4	1,134	.5	372	.2	1,306	.6	176,571	78.3
GS- 1 THRU 4	36,778	18,939	51.5	227	.6	61	.2	82	.2	17,469	47.5
GS- 5 THRU 8	68,446	19,633	28.7	343	.5	157	.2	253	.4	48,060	70.2
GS- 9 THRU 11	38,183	4,729	12.4	206	.5	63	.2	384	1.0	32,801	85.9
GS-12 THRU 13	46,015	2,015	4.4	248	.5	43	.1	404	.9	43,305	94.1
GS-14 THRU 15	32,103	635	2.0	100	.3	43	.1	173	.5	31,152	97.0
GS-16 THRU 18	3,858	49	1.3	10	.3	5	.1	10	.3	3,784	98.1
TOTAL WAGE SYSTEMS.....	36,871	20,585	55.8	89	.2	19	.1	45	.1	16,133	43.8
UP THRU $5,499	4,019	3,542	88.1	6	.1			1		470	11.7
$ 5,500 THRU $ 6,999	11,751	9,460	80.5	20	.2	3		13	.1	2,255	19.2
$ 7,000 THRU $ 7,999	5,877	3,920	66.7	16	.3	4	.1	14	.2	1,923	32.7
$ 8,000 THRU $ 8,999	5,940	2,201	37.1	17	.3	5	.1	4	.1	3,713	62.5
$ 9,000 THRU $ 9,999	2,746	735	26.8	13	.5	3	.1	2	.1	1,993	72.6
$10,000 THRU $13,999	6,317	708	11.2	17	.3	4	.1	11	.2	5,577	88.3
$14,000 THRU $17,999	210	15	7.1							195	92.9
$18,000 AND OVER	11	4	36.4							7	63.6
TOTAL POSTAL FIELD SERVICE.....	16,298	9,719	59.6	40	.2	10	.1	23	.1	6,506	39.9
PFS- 1 THRU 5*	13,576	8,685	64.0	34	.3	7	.1	20	.1	4,830	35.6
PFS- 6 THRU 9	2,215	986	44.5	6	.3	1		3	.1	1,219	55.0
PFS-10 THRU 12	280	34	12.1			2	.7			244	87.1
PFS-13 THRU 16	202	13	6.4							189	93.6
PFS-17 THRU 19	23	1	4.3							22	95.7
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	9,938	677	6.8	65	.7	11	.1	65	.7	9,120	91.8
UP THRU $6,499	907	161	17.8	1	.1			3	.3	742	81.8
$ 6,500 THRU $ 9,999	2,391	307	12.8	26	1.1	4	.2	13	.5	2,041	85.4
$10,000 THRU $13,999	1,768	96	5.4	14	.8	4	.2	19	1.1	1,635	92.5
$14,000 THRU $17,999	1,317	42	3.2	8	.6			14	1.1	1,253	95.1
$18,000 THRU $25,999	1,490	37	2.5	9	.6			9	.6	1,435	96.3
$26,000 AND OVER	2,065	34	1.6	7	.3	3	.1	7	.3	2,014	97.5

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 4-75

STANDARD METROPOLITAN STATISTICAL AREA
WICHITA,KANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	3,606	259	7.1	64	1.7	14	.4	7	.2	3,322	90.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,647	84	5.1	15	.9	7	.4	5	.3	1,536	93.3
GS- 1 THRU 4	408	49	12.0	5	1.2	4	1.0	3	.7	347	85.0
GS- 5 THRU 8	461	23	5.0	3	.7	1	.2	1	.2	433	93.9
GS- 9 THRU 11	492	10	2.0	5	1.0	2	.4			475	96.5
GS-12 THRU 13	243	2	.8	1	.4					240	98.8
GS-14 THRU 15	41			1	2.4			1	2.4	39	95.1
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	437	57	13.0	11	2.5	2	.5	2	.5	365	83.5
LP THRU $5,499	17	3	17.6	1	5.9					13	76.5
$ 5,500 THRU $ 6,999	109	34	31.2	4	3.7	1	.9	2	1.8	68	62.4
$ 7,000 THRU $ 7,999	130	12	9.2	5	3.8					113	86.9
$ 8,000 THRU $ 8,999	128	6	4.7	1	.8	1	.8			120	93.8
$ 9,000 THRU $ 9,999	26	1	3.8							25	96.2
$10,000 THRU $13,999	26	1	3.8							25	96.2
$14,000 THRU $17,999											
$18,000 AND OVER	1									1	100.0
TOTAL POSTAL FIELD SERVICE.....	1,550	118	7.6	38	2.5	5	.3			1,389	89.6
PFS- 1 THRU 5*	1,142	94	8.2	34	3.0	5	.4			1,009	88.4
PFS- 6 THRU 9	240	16	6.7	4	1.7					220	91.7
PFS-10 THRU 12	62	6	9.7							56	90.3
PFS-13 THRU 16	86	2	2.3							84	97.7
PFS-17 THRU 19	19									19	100.0
PFS-20 THRU 21	1									1	100.0
TOTAL OTHER PAY SYSTEMS	32									32	100.0
LP THRU $6,499	11									11	100.0
$ 6,500 THRU $ 9,999	8									8	100.0
$10,000 THRU $13,999	7									7	100.0
$14,000 THRU $17,999	4									4	100.0
$18,000 THRU $25,[illegible]	1									1	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 4-75a

STANDARD METROPOLITAN STATISTICAL AREA
WICHITA,KANSAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	3,602	257	7.1	57	1.6	17	.5	9	.2	3,262	90.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	1,629	75	4.6	12	.7	9	.6	7	.4	1,526	93.7
GS- 1 THRU 4	411	42	10.2	3	.7	5	1.2	4	1.0	357	86.9
GS- 5 THRU 8	461	23	5.0	4	.9	1	.2	1	.2	432	93.7
GS- 9 THRU 11	492	9	1.8	4	.8	3	.6	1	.2	475	96.5
GS-12 THRU 13	220	1	.5							219	99.5
GS-14 THRU 15	43			1	2.3			1	2.3	41	95.3
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	441	66	15.0	10	2.3	2	.5	2	.5	361	81.9
UP THRU $5,499	62	19	30.6	3	4.8			2	3.2	38	61.3
$ 5,500 THRU $ 6,999	94	27	28.7	3	3.2	1	1.1			63	67.0
$ 7,000 THRU $ 7,999	160	18	11.3	4	2.5	1	.6			137	85.6
$ 8,000 THRU $ 8,999	84	1	1.2							83	98.8
$ 9,000 THRU $ 9,999	20									20	100.0
$10,000 THRU $13,999	21	1	4.8							20	95.2
$14,000 THRU $17,999											
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,504	116	7.7	35	2.3	6	.4			1,347	89.6
PFS- 1 THRU 5*	1,112	97	8.7	32	2.9	6	.5			977	87.9
PFS- 6 THRU 9	234	15	6.4	3	1.3					216	92.3
PFS-10 THRU 12	61	2	3.3							59	96.7
PFS-13 THRU 16	83	2	2.4							81	97.6
PFS-17 THRU 19	12									12	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	28									28	100.0
UP THRU $6,499	13									13	100.0
$ 6,500 THRU $ 9,999	6									6	100.0
$10,000 THRU $13,999	4									4	100.0
$14,000 THRU $17,999	2									2	100.0
$18,000 THRU $25,999	2									2	100.0
$26,000 AND OVER	1									1	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 4-76

STANDARD METROPOLITAN STATISTICAL AREA
WILMINGTON, DELAWARE-NEW JERSEY-MARYLAND

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,661	856	18.4	16	.3	1		8	.2	3,780	81.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,228	338	15.2	13	.6	1		8	.4	1,868	83.8
GS- 1 THRU 4	926	230	24.8	1	.1					695	75.1
GS- 5 THRU 8	648	79	12.2	2	.3	1	.2			566	87.3
GS- 9 THRU 11	408	22	5.4	2	.5			2	.5	382	93.6
GS-12 THRU 13	186	6	3.2					1	.5	179	96.2
GS-14 THRU 15	58	1	1.7	8	13.8			5	8.6	44	75.9
GS-16 THRU 18	2									2	100.0
TOTAL WAGE SYSTEMS.....	913	301	33.0	2	.2					610	66.8
UP THRU $5,499	39	22	56.4							17	43.6
$ 5,500 THRU $ 6,999	307	183	59.6							124	40.4
$ 7,000 THRU $ 7,999	124	34	27.4							90	72.6
$ 8,000 THRU $ 8,999	166	38	22.9	1	.6					127	76.5
$ 9,000 THRU $ 9,999	212	21	9.9	1	.5					190	89.6
$10,000 THRU $13,999	61	3	4.9							58	95.1
$14,000 THRU $17,999	4									4	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,471	216	14.7	1	.1					1,254	85.2
PFS- 1 THRU 5*	1,257	201	16.0	1	.1					1,055	83.9
PFS- 6 THRU 9	181	15	8.3							166	91.7
PFS-10 THRU 12	29									29	100.0
PFS-13 THRU 16	4									4	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	49	1	2.0							48	98.0
UP THRU $6,499	28	1	3.6							27	96.4
$ 6,500 THRU $ 9,999	12									12	100.0
$10,000 THRU $13,999	8									8	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1969 MINORITY GROUP STUDY TABLE 4-76a

STANDARD METROPOLITAN STATISTICAL AREA
WILMINGTON, DELAWARE-NEW JERSEY-MARYLAND

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1969

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	4,515	806	17.9	14	.3			10	.2	3,685	81.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	2,132	307	14.4	13	.6			10	.5	1,802	84.5
GS- 1 THRU 4	936	220	23.5	1	.1			1	.1	714	76.3
GS- 5 THRU 8	589	66	11.2	1	.2					522	88.6
GS- 9 THRU 11	382	16	4.2	2	.5			2	.5	362	94.8
GS-12 THRU 13	168	5	3.0					1	.6	162	96.4
GS-14 THRU 15	54			9	16.7			6	11.1	39	72.2
GS-16 THRU 18	3									3	100.0
TOTAL WAGE SYSTEMS.....	913	316	34.6	1	.1					596	65.3
UP THRU $5,499	113	59	52.2							54	47.8
$ 5,500 THRU $ 6,999	294	181	61.6							113	38.4
$ 7,000 THRU $ 7,999	167	40	24.0	1	.6					126	75.4
$ 8,000 THRU $ 8,999	228	31	13.6							197	86.4
$ 9,000 THRU $ 9,999	61	3	4.9							58	95.1
$10,000 THRU $13,999	49	2	4.1							47	95.9
$14,000 THRU $17,999	1									1	100.0
$18,000 AND OVER											
TOTAL POSTAL FIELD SERVICE.....	1,420	182	12.8							1,238	87.2
PFS- 1 THRU 5*	1,217	167	13.7							1,050	86.3
PFS- 6 THRU 9	168	15	8.9							153	91.1
PFS-10 THRU 12	30									30	100.0
PFS-13 THRU 16	5									5	100.0
PFS-17 THRU 19											
PFS-20 THRU 21											
TOTAL OTHER PAY SYSTEMS	50	1	2.0							49	98.0
UP THRU $6,499	33	1	3.0							32	97.0
$ 6,500 THRU $ 9,999	11									11	100.0
$10,000 THRU $13,999	5									5	100.0
$14,000 THRU $17,999											
$18,000 THRU $25,999	1									1	100.0
$26,000 AND OVER											

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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APPENDIX V

CIVIL SERVICE COMMISSION REGIONS
BY GRADE OR SALARY LEVEL GROUPING, NOVEMBER 30, 1970

Table — Page

5- 1 Central Office Area (Includes Washington, D. C. Standard Metropolitan Statistical Area, which consists of the District of Columbia; in Virginia, Arlington, Fairfax, Loudoun, and Prince William Counties, and Alexandria, Fairfax, and Falls Church Cities; and Montgomery and Prince Georges Counties, Maryland.) 550

5- 2 Atlanta Region (Includes Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee.) 551

5- 3 Boston Region (Includes Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.) 552

5- 4 Chicago Region (Includes Illinois, Indiana, Kentucky, Michigan, Ohio, and Wisconsin.) 553

5- 5 Dallas Region (Includes Arkansas, Louisiana, Oklahoma, and Texas.) 554

5- 6 Denver Region (Includes Arizona, Colorado, New Mexico, Utah, and Wyoming.) 555

5- 7 New York Region (Includes New Jersey, New York, and Virgin Islands.) 556

5- 8 Philadelphia Region (Includes Delaware, Maryland 1/, Pennsylvania, Virginia 1/, and West Virginia.) 557

5- 9 St. Louis Region (Includes Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota.) 558

5-10 San Francisco Region (Includes California and Nevada.) 559

5-11 Seattle Region (Includes Alaska, Idaho, Montana, Oregon, and Washington.) 560

1/ Excludes those counties and cities in Maryland and Virginia which are part of the Washington, D. C. Standard Metropolitan Statistical Area.

1970 MINORITY GROUP STUDY TABLE 5-1

CENTRAL OFFICE AREA
INCLUDES WASHINGTON, D. C. - MARYLAND-VIRGINIA STANDARD METROPOLITAN STATISTICAL AREA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	291,100	79,199	27.2	1,479	.5	436	.1	1,465	.5	208,521	71.6
TOTAL GENERAL SCHEDULE OR SIMILAR.....	228,180	47,971	21.0	1,257	.6	395	.2	1,333	.6	177,224	77.7
GS- 1 THRU 4	35,269	18,087	51.3	216	.6	56	.2	95	.3	16,815	47.7
GS- 5 THRU 8	70,462	21,976	31.2	382	.5	156	.2	259	.4	47,689	67.7
GS- 9 THRU 11	37,674	4,710	12.5	242	.6	71	.2	371	1.0	32,280	85.7
GS-12 THRU 13	46,845	2,329	5.0	280	.6	56	.1	401	.9	43,779	93.5
GS-14 THRU 15	33,862	796	2.4	126	.4	52	.2	197	.6	32,691	96.5
GS-16 THRU 18	4,068	73	1.8	11	.3	4	.1	10	.2	3,970	97.6
TOTAL WAGE SYSTEMS.....	37,662	21,337	56.7	93	.2	25	.1	39	.1	16,168	42.9
UP THRU $5,499	1,271	1,040	81.8	1	.1	1	.1	1	.1	228	17.9
$ 5,500 THRU $ 6,999	11,168	9,425	84.4	18	.2	5		7	.1	1,713	15.3
$ 7,000 THRU $ 7,999	6,948	5,403	77.8	17	.2	4	.1	9	.1	1,512	21.8
$ 8,000 THRU $ 8,999	4,878	2,575	52.8	7	.1	2		6	.1	2,288	46.9
$ 9,000 THRU $ 9,999	5,255	1,715	32.6	24	.5	4	.1	6	.1	3,506	66.7
$10,000 THRU $13,999	7,146	1,134	15.9	22	.3	9	.1	8	.1	5,973	83.6
$14,000 THRU $17,999	963	44	4.6	4	.4			2	.2	913	94.8
$18,000 AND OVER	36	1	2.8							35	97.2
TOTAL POSTAL FIELD SERVICE.....	14,782	9,082	61.4	36	.2	7		16	.1	5,641	38.2
PFS- 1 THRU 5*	12,101	7,971	65.9	30	.2	4		13	.1	4,083	33.7
PFS- 6 THRU 9	2,165	1,048	48.4	6	.3	1		2	.1	1,108	51.2
PFS-10 THRU 12	269	45	16.7			2	.7	1	.4	221	82.2
PFS-13 THRU 16	212	17	8.0							195	92.0
PFS-17 THRU 19	33	1	3.0							32	97.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	10,476	809	7.7	93	.9	9	.1	77	.7	9,488	90.6
UP THRU $6,499	707	142	20.1	21	3.0					544	76.9
$ 6,500 THRU $ 9,999	2,064	394	19.1	19	.9	3	.1	9	.4	1,639	79.4
$10,000 THRU $13,999	2,878	146	5.1	25	.9	2	.1	34	1.2	2,671	92.8
$14,000 THRU $17,999	994	40	4.0	8	.8	1	.1	12	1.2	933	93.9
$18,000 THRU $25,999	1,545	42	2.7	12	.8			13	.8	1,478	95.7
$26,000 AND OVER	2,288	45	2.0	8	.3	3	.1	9	.4	2,223	97.2

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 5-2

ATLANTA CIVIL SERVICE REGION
INCLUDES ALABAMA, FLORIDA, GEORGIA, MISSISSIPPI, NORTH CAROLINA, SOUTH CAROLINA AND TENNESSEE

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	315,190	42,005	13.3	1,589	.5	452	.1	269	.1	270,875	85.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	149,684	9,210	6.2	742	.5	232	.2	174	.1	139,326	93.1
GS- 1 THRU 4	36,360	5,625	15.5	227	.6	94	.3	38	.1	30,376	83.5
GS- 5 THRU 8	44,648	2,164	4.8	206	.5	70	.2	35	.1	42,173	94.5
GS- 9 THRU 11	37,371	1,121	3.0	168	.4	43	.1	39	.1	36,000	96.3
GS-12 THRU 13	24,757	246	1.0	83	.3	19	.1	35	.1	24,374	98.5
GS-14 THRU 15	6,297	51	.8	57	.9	6	.1	27	.4	6,156	97.8
GS-16 THRU 18	251	3	1.2	1	.4					247	98.4
TOTAL WAGE SYSTEMS.....	83,366	20,572	24.7	296	.4	146	.2	42	.1	62,310	74
UP THRU $5,499	7,425	5,475	73.7	29	.4	11	.1	6	.1	1,904	25.6
$ 5,500 THRU $ 6,999	15,786	7,517	47.6	59	.4	52	.3	13	.1	8,145	51.6
$ 7,000 THRU $ 7,999	16,986	4,346	25.6	57	.3	39	.2	10	.1	12,534	73.8
$ 8,000 THRU $ 8,999	17,598	2,022	11.5	57	.3	22	.1	6		15,491	88.0
$ 9,000 THRU $ 9,999	11,344	995	8.8	65	.6	17	.1	4		10,263	90.5
$10,000 THRU $13,999	13,776	216	1.6	28	.2	5		3		13,524	98.2
$14,000 THRU $17,999	399	1	.3	1	.3					397	99.5
$18,000 AND OVER	52									52	100.0
TOTAL POSTAL FIELD SERVICE.....	71,553	11,360	15.9	520	.7	66	.1	21		59,586	83.3
PFS- 1 THRU 5*	58,434	10,295	17.6	455	.8	54	.1	18		47,612	81.5
PFS- 6 THRU 9	10,549	1,004	9.5	51	.5	9	.1	3		9,482	89.9
PFS-10 THRU 12	1,922	40	2.1	13	.7	2	.1			1,867	97.1
PFS-13 THRU 16	577	21	3.6			1	.2			555	96.2
PFS-17 THRU 19	66			1	1.5					65	98.5
PFS-20 THRU 21	5									5	100.0
TOTAL OTHER PAY SYSTEMS	10,587	863	8.2	31	.3	8	.1	32	.3	9,653	91.2
UP THRU $6,499	1,990	513	25.8	9	.5	3	.2	2	.1	1,463	73.5
$ 6,500 THRU $ 9,999	3,637	275	7.6	12	.3	3	.1	4	.1	3,343	91.9
$10,000 THRU $13,999	2,221	56	2.5	5	.2	2	.1	20	.9	2,138	96.3
$14,000 THRU $17,999	1,316	14	1.1	3	.2			6	.5	1,293	98.3
$18,000 THRU $25,999	1,197	5	.4	2	.2					1,190	99.4
$26,000 AND OVER	226									226	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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1970 MINORITY GROUP STUDY TABLE 5-3

BOSTON CIVIL SERVICE REGION
INCLUDES CONNECTICUT, MAINE, MASSACHUSETTS, NEW HAMPSHIRE, RHODE ISLAND AND VERMONT

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	117,410	4,988	4.2	305	.3	75	.1	198	.2	111,844	95.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	46,427	1,562	3.4	119	.3	39	.1	132	.3	44,575	96.0
GS- 1 THRU 4	11,112	727	6.5	40	.4	14	.1	24	.2	10,307	92.8
GS- 5 THRU 8	13,281	479	3.6	32	.2	14	.1	19	.1	12,737	95.9
GS- 9 THRU 11	12,105	211	1.7	21	.2	5		21	.2	11,847	97.9
GS-12 THRU 13	7,836	108	1.4	12	.2	5	.1	38	.5	7,673	97.9
GS-14 THRU 15	1,996	36	1.8	14	.7	1	.1	28	1.4	1,917	96.0
GS-16 THRU 18	97	1	1.0					2	2.1	94	96.9
TOTAL WAGE SYSTEMS.....	23,145	1,040	4.5	73	.3	16	.1	39	.2	21,977	95.0
UP THRU $5,499	454	30	6.6	1	.2			1	.2	422	93.0
$ 5,500 THRU $ 6,999	4,173	423	10.1	29	.7	4	.1	19	.5	3,698	88.6
$ 7,000 THRU $ 7,999	4,461	218	4.9	20	.4			11	.2	4,212	94.4
$ 8,000 THRU $ 8,999	7,938	218	2.7	18	.2	9	.1	4	.1	7,689	96.9
$ 9,000 THRU $ 9,999	3,412	115	3.4	4	.1	2	.1	3	.1	3,288	96.4
$10,000 THRU $13,999	2,599	36	1.4	1		1		1		2,560	98.5
$14,000 THRU $17,999	69									69	100.0
$18,000 AND OVER	39									39	100.0
TOTAL POSTAL FIELD SERVICE.....	47,014	2,371	5.0	111	.2	19		21		44,492	94.6
PFS- 1 THRU 5*	40,545	2,188	5.4	104	.3	16		20		38,217	94.3
PFS- 6 THRU 9	5,124	164	3.2	6	.1	2				4,952	96.6
PFS-10 THRU 12	1,025	14	1.4	1	.1	1	.1	1	.1	1,008	98.3
PFS-13 THRU 16	290	4	1.4							286	98.6
PFS-17 THRU 19	28	1	3.6							27	96.4
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	824	15	1.8	2	.2	1	.1	6	.7	800	97.1
UP THRU $6,499	218	4	1.8					2	.9	212	97.2
$ 6,500 THRU $ 9,999	305	5	1.6					1	.3	299	98.0
$10,000 THRU $13,999	172	4	2.3	2	1.2			1	.6	165	95.9
$14,000 THRU $17,999	67	2	3.0			1	1.5			64	95.5
$18,000 THRU $25,999	34									34	100.0
$26,000 AND OVER	28							2	7.1	26	92.9

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 5-4

CHICAGO CIVIL SERVICE REGION
INCLUDES ILLINOIS, INDIANA, KENTUCKY, MICHIGAN, OHIO AND WISCONSIN

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	352,508	74,030	21.0	1,459	.4	349	.1	725	.2	275,945	78.3
TOTAL GENERAL SCHEDULE OR SIMILAR.....	151,984	23,643	15.6	571	.4	142	.1	508	.3	127,120	83.6
GS- 1 THRU 4	40,523	11,532	28.5	206	.5	57	.1	42	.1	28,686	70.8
GS- 5 THRU 8	42,455	7,960	18.7	147	.3	34	.1	102	.2	34,212	80.6
GS- 9 THRU 11	36,472	2,885	7.9	112	.3	28	.1	175	.5	33,272	91.2
GS-12 THRU 13	26,163	1,123	4.3	68	.3	18	.1	100	.4	24,854	95.0
GS-14 THRU 15	6,141	139	2.3	37	.6	4	.1	89	1.4	5,872	95.6
GS-16 THRU 18	230	4	1.7	1	.4	1	.4			224	97.4
TOTAL WAGE SYSTEMS.....	49,475	9,424	19.0	224	.5	69	.1	24		39,734	80.3
UP THRU $5,499	1,631	372	22.8	19	1.2					1,240	76.0
$ 5,500 THRU $ 6,999	9,748	3,714	38.1	67	.7	23	.2	2		5,942	61.0
$ 7,000 THRU $ 7,999	7,865	2,174	27.6	47	.6	14	.2	3		5,627	71.5
$ 8,000 THRU $ 8,999	9,374	1,529	16.3	32	.3	17	.2	6	.1	7,790	83.1
$ 9,000 THRU $ 9,999	10,782	1,101	10.2	38	.4	7	.1	6	.1	9,630	89.3
$10,000 THRU $13,999	9,602	527	5.5	20	.2	7	.1	7	.1	9,041	94.2
$14,000 THRU $17,999	458	7	1.5	1	.2					450	98.3
$18,000 AND OVER	15					1	6.7			14	93.3
TOTAL POSTAL FIELD SERVICE.....	147,919	40,558	27.4	651	.4	132	.1	181	.1	106,397	71.9
PFS- 1 THRU 5*	126,705	36,329	28.7	591	.5	114	.1	164	.1	89,507	70.6
PFS- 6 THRU 9	17,168	3,926	22.9	58	.3	15	.1	16	.1	13,153	76.6
PFS-10 THRU 12	3,187	233	7.3	1		3	.1			2,950	92.6
PFS-13 THRU 16	784	64	8.2	1	.1			1	.1	718	91.6
PFS-17 THRU 19	68	5	7.4							63	92.6
PFS-20 THRU 21	7	1	14.3							6	85.7
TOTAL OTHER PAY SYSTEMS	3,130	405	12.9	13	.4	6	.2	12	.4	2,694	86.1
UP THRU $6,499	1,190	309	26.0	8	.7	3	.3	2	.2	868	72.9
$ 6,500 THRU $ 9,999	1,123	86	7.7	5	.4	3	.3	4	.4	1,025	91.3
$10,000 THRU $13,999	485	7	1.4					2	.4	476	98.1
$14,000 THRU $17,999	136							3	2.2	133	97.8
$18,000 THRU $25,999	95	2	2.1							93	97.9
$26,000 AND OVER	101	1	1.0					1	1.0	99	98.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 5-5

DALLAS CIVIL SERVICE REGION
INCLUDES ARKANSAS, LOUISIANA, OKLAHOMA AND TEXAS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	232,966	23,562	10.1	27,386	11.8	3,091	1.3	283	.1	178,644	76.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	115,584	6,032	5.2	9,453	8.2	1,741	1.5	187	.2	98,171	84.9
GS- 1 THRU 4	29,275	3,449	11.8	3,955	13.5	683	2.3	59	.2	21,129	72.2
GS- 5 THRU 8	34,103	1,576	4.6	3,197	9.4	500	1.5	45	.1	28,785	84.4
GS- 9 THRU 11	31,896	807	2.5	1,796	5.6	371	1.2	39	.1	28,883	90.6
GS-12 THRU 13	16,400	179	1.1	429	2.6	152	.9	36	.2	15,604	95.1
GS-14 THRU 15	3,794	21	.6	75	2.0	35	.9	8	.2	3,655	96.3
GS-16 THRU 18	116			1	.9					115	99.1
TOTAL WAGE SYSTEMS.....	61,703	8,578	13.9	13,894	22.5	1,023	1.7	50	.1	38,158	61.8
UP THRU $5,499	2,961	1,257	42.5	484	16.3	93	3.1	8	.3	1,119	37.8
$ 5,500 THRU $ 6,999	11,080	3,037	27.4	2,480	22.4	226	2.0	12	.1	5,325	48.1
$ 7,000 THRU $ 7,999	15,774	2,587	16.4	4,059	25.7	258	1.6	14	.1	8,856	56.1
$ 8,000 THRU $ 8,999	16,992	1,131	6.7	4,354	25.6	192	1.1	6		11,309	66.6
$ 9,000 THRU $ 9,999	9,783	447	4.6	1,994	20.4	160	1.6	9	.1	7,173	73.3
$10,000 THRU $13,999	4,845	117	2.4	513	10.6	92	1.9	1		4,122	85.1
$14,000 THRU $17,999	234	2	.9	9	3.8	2	.9			221	94.4
$18,000 AND OVER	34			1	2.9					33	97.1
TOTAL POSTAL FIELD SERVICE.....	54,010	8,842	16.4	3,970	7.4	321	.6	40	.1	40,837	75.6
PFS- 1 THRU 5*	44,058	7,848	17.8	3,452	7.8	253	.6	32	.1	32,473	73.7
PFS- 6 THRU 9	8,032	966	12.0	472	5.9	53	.7	7	.1	6,534	81.3
PFS-10 THRU 12	1,469	23	1.6	39	2.7	13	.9	1	.1	1,393	94.8
PFS-13 THRU 16	403	5	1.2	7	1.7	2	.5			389	96.5
PFS-17 THRU 19	46									46	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	1,669	110	6.6	69	4.1	6	.4	6	.4	1,478	88.6
UP THRU $6,499	485	83	17.1	33	6.8	3	.6	3	.6	363	74.8
$ 6,500 THRU $ 9,999	685	17	2.5	27	3.9	1	.1	1	.1	639	93.3
$10,000 THRU $13,999	344	3	.9	7	2.0	2	.6	2	.6	330	95.9
$14,000 THRU $17,999	56	2	3.6	1	1.8					53	94.6
$18,000 THRU $25,999	47	5	10.6	1	2.1					41	87.2
$26,000 AND OVER	52									52	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 5-6

DENVER CIVIL SERVICE REGION
INCLUDES ARIZONA, COLORADO, NEW MEXICO, UTAH AND WYOMING

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	131,357	3,954	3.0	14,900	11.3	7,475	5.7	741	.6	104,287	79.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	76,482	1,898	2.5	5,340	7.0	5,085	6.6	490	.6	63,669	83.2
GS- 1 THRU 4	18,614	769	4.1	1,984	10.7	3,355	18.0	109	.6	12,397	66.6
GS- 5 THRU 8	22,286	602	2.7	2,106	9.4	1,135	5.1	150	.7	18,293	82.1
GS- 9 THRU 11	20,971	410	2.0	852	4.1	459	2.2	151	.7	19,099	91.1
GS-12 THRU 13	11,943	105	.9	354	3.0	112	.9	59	.5	11,313	94.7
GS-14 THRU 15	2,568	12	.5	43	1.7	24	.9	21	.8	2,468	96.1
GS-16 THRU 18	100			1	1.0					99	99.0
TOTAL WAGE SYSTEMS.....	34,646	1,266	3.7	6,837	19.7	2,238	6.5	144	.4	24,161	69.7
UP THRU $5,499	513	23	4.5	223	43.5	128	25.0			139	27.1
$ 5,500 THRU $ 6,999	6,637	472	7.1	1,859	28.0	763	11.5	28	.4	3,515	53.0
$ 7,000 THRU $ 7,999	7,167	367	5.1	1,829	25.5	541	7.5	31	.4	4,399	61.4
$ 8,000 THRU $ 8,999	8,601	259	3.0	1,902	22.1	373	4.3	24	.3	6,043	70.3
$ 9,000 THRU $ 9,999	8,010	111	1.4	729	9.1	334	4.2	43	.5	6,793	84.8
$10,000 THRU $13,999	3,554	34	1.0	289	8.1	98	2.8	18	.5	3,115	87.6
$14,000 THRU $17,999	154			5	3.2	1	.6			148	96.1
$18,000 AND OVER	10			1	10.0					9	90.0
TOTAL POSTAL FIELD SERVICE.....	19,235	775	4.0	2,679	13.9	81	.4	98	.5	15,602	81.1
PFS- 1 THRU 5*	15,786	686	4.3	2,311	14.6	67	.4	87	.6	12,635	80.0
PFS- 6 THRU 9	2,776	84	3.0	328	11.8	13	.5	9	.3	2,342	84.4
PFS-10 THRU 12	476	3	.6	29	6.1	1	.2	1	.2	442	92.9
PFS-13 THRU 16	170	2	1.2	10	5.9			1	.6	157	92.4
PFS-17 THRU 19	25			1	4.0					24	96.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	994	15	1.5	44	4.4	71	7.1	9	.9	855	86.0
UP THRU $6,499	233	6	2.6	21	9.0	67	28.8			139	59.7
$ 6,500 THRU $ 9,999	337	5	1.5	18	5.3	1	.3	2	.6	311	92.3
$10,000 THRU $13,999	350	3	.9	3	.9	3	.9	5	1.4	336	96.0
$14,000 THRU $17,999	31			1	3.2			1	3.2	29	93.5
$18,000 THRU $25,999	20	1	5.0					1	5.0	18	90.0
$26,000 AND OVER	23			1	4.3					22	95.7

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 5-7

NEW YORK CIVIL SERVICE REGION
INCLUDES NEW JERSEY, NEW YORK AND VIRGIN ISLANDS

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	235,111	43,276	18.4	7,680	3.3	146	.1	745	.3	183,264	77.9
TOTAL GENERAL SCHEDULE OR SIMILAR.....	82,738	10,754	13.0	1,257	1.5	54	.1	360	.4	70,313	85.0
GS- 1 THRU 4	18,640	4,975	26.7	541	2.9	13	.1	25	.1	13,086	70.2
GS- 5 THRU 8	22,894	3,802	16.6	409	1.8	20	.1	76	.3	18,587	81.2
GS- 9 THRU 11	21,282	1,307	6.1	177	.8	13	.1	140	.7	19,645	92.3
GS-12 THRU 13	15,953	560	3.5	91	.6	5		67	.4	15,230	95.5
GS-14 THRU 15	3,831	105	2.7	38	1.0	3	.1	50	1.3	3,635	94.9
GS-16 THRU 18	138	5	3.6	1	.7			2	1.4	130	94.2
TOTAL WAGE SYSTEMS.....	26,395	5,148	19.5	1,151	4.4	18	.1	77	.3	20,001	75.8
UP THRU $5,499	1,161	342	29.5	291	25.1			30	2.6	498	42.9
$ 5,500 THRU $ 6,999	6,426	2,711	42.2	563	8.8	4	.1	25	.4	3,123	48.6
$ 7,000 THRU $ 7,999	5,364	1,061	19.8	133	2.5	8	.1	7	.1	4,155	77.5
$ 8,000 THRU $ 8,999	7,495	640	8.5	83	1.1	2		3		6,767	90.3
$ 9,000 THRU $ 9,999	3,575	284	7.9	61	1.7	4	.1	8	.2	3,218	90.0
$10,000 THRU $13,999	2,228	107	4.8	18	.8			3	.1	2,100	94.3
$14,000 THRU $17,999	99	2	2.0					1	1.0	96	97.0
$18,000 AND OVER	47	1	2.1	2	4.3					44	93.6
TOTAL POSTAL FIELD SERVICE.....	124,283	27,164	21.9	5,238	4.2	70	.1	295	.2	91,516	73.6
PFS- 1 THRU 5*	110,260	25,189	22.8	5,028	4.6	61	.1	278	.3	79,704	72.3
PFS- 6 THRU 9	11,020	1,787	16.2	184	1.7	9	.1	16	.1	9,060	81.9
PFS-10 THRU 12	2,314	147	6.4	18	.8			1		2,148	92.8
PFS-13 THRU 16	598	39	6.5	7	1.2					552	92.3
PFS-17 THRU 19	51	1	2.0	1	2.0					49	96.1
PFS-20 THRU 21	4	1	25.0							3	75.0
TOTAL OTHER PAY SYSTEMS	1,695	210	12.4	34	2.0	4	.2	13	.8	1,434	84.6
UP THRU $6,499	496	95	19.2	17	3.4			4	.8	380	76.6
$ 6,500 THRU $ 9,999	617	85	13.8	12	1.9	1	.2	5	.8	514	83.3
$10,000 THRU $13,999	313	22	7.0	5	1.6	3	1.0	3	1.0	280	89.5
$14,000 THRU $17,999	122	4	3.3							118	96.7
$18,000 THRU $25,999	111	2	1.8					1	.9	108	97.3
$26,000 AND OVER	36	2	5.6							34	94.4

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY
PHILADELPHIA CIVIL SERVICE REGION
INCLUDES DELAWARE, MARYLAND, PENNSYLVANIA, VIRGINIA, AND WEST VIRGINIA
FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

TABLE 5-8

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	285,587	56,957	19.9	581	0.2	153	0.1	410	0.1	227,486	79.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	145,949	21,922	15.0	343	0.2	84	0.1	319	0.2	123,281	84.5
GS- 1 THRU 4	39,909	11,496	28.8	80	0.2	33	0.1	45	0.1	28,255	70.8
GS- 5 THRU 8	41,711	6,913	16.6	80	0.2	16	a/	71	0.2	34,631	83.0
GS- 9 THRU 11	36,605	2,679	7.3	85	0.2	19	0.1	66	0.2	33,756	92.2
GS-12 THRU 13	22,579	729	3.2	66	0.3	14	0.1	94	0.4	21,676	96.0
GS-14 THRU 15	4,951	103	2.1	31	0.6	2	a/	43	0.9	4,772	96.4
GS-16 THRU 18	194	2	1.0	1	0.5	...	...	...	...	191	98.5
TOTAL WAGE SYSTEMS.....	68,152	20,902	30.7	119	0.2	19	a/	48	0.1	47,064	69.1
UP THRU $ 5,499	4,148	2,743	66.1	9	0.2	1	a/	5	0.1	1,390	33.5
$ 5,500 THRU $ 6,999	16,765	8,713	52.0	22	0.1	2	a/	14	0.1	8,014	47.8
$ 7,000 THRU $ 7,999	15,179	4,938	32.5	34	0.2	3	a/	12	0.1	10,192	67.1
$ 8,000 THRU $ 8,999	20,518	3,560	17.4	40	0.2	6	a/	11	0.1	16,901	82.4
$ 9,000 THRU $ 9,999	5,715	586	10.3	7	0.1	3	0.1	3	0.1	5,116	89.5
$10,000 THRU $13,999	5,500	360	6.5	7	0.1	4	0.1	3	0.1	5,126	93.2
$14,000 THRU $17,999	249	2	0.8	...	...	...	...	...	...	247	99.2
$18,000 AND OVER	78	...	...	...	...	...	...	...	...	78	100.0
TOTAL POSTAL FIELD SERVICE.....	69,479	13,939	20.1	110	0.2	47	0.1	36	0.1	55,347	79.7
PFS- 1 THRU 5*	58,430	12,414	21.2	95	0.2	40	0.1	30	0.1	45,851	78.5
PFS- 6 THRU 9	9,000	1,409	15.7	14	0.2	7	0.1	6	0.1	7,564	84.0
PFS-10 THRU 12	1,539	80	5.2	1	0.1	...	...	...	...	1,458	94.7
PFS-13 THRU 16	443	31	7.0	...	...	...	...	...	...	412	93.0
PFS-17 THRU 19	62	5	8.1	...	...	...	...	...	...	57	91.9
PFS-20 THRU 21	5	...	...	...	...	...	...	...	...	5	100.0
TOTAL OTHER PAY SYSTEMS	2,007	194	9.7	9	0.4	3	0.1	7	0.3	1,794	89.4
UP THRU $ 6,499	619	123	19.9	...	...	1	0.2	...	...	495	80.0
$ 6,500 THRU $ 9,999	609	62	10.2	4	0.7	1	0.2	1	0.2	541	88.8
$10,000 THRU $13,999	426	6	1.4	4	0.9	1	0.2	3	0.7	412	96.7
$14,000 THRU $17,999	149	...	...	1	0.7	...	...	3	2.0	145	97.3
$18,000 THRU $25,999	139	3	2.2	...	...	...	...	...	...	136	97.8
$26,000 AND OVER	55	...	...	...	...	...	...	...	...	65	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS.
a/ Less than 0.05 percent.

1970 MINORITY GROUP STUDY TABLE 5-9

ST. LOUIS CIVIL SERVICE REGION
INCLUDES IOWA, KANSAS, MINNESOTA, MISSOURI, NEBRASKA, NORTH DAKOTA AND SOUTH DAKOTA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	157,706	14,778	9.4	823	.5	1,947	1.2	283	.2	139,875	88.7
TOTAL GENERAL SCHEDULE OR SIMILAR.....	78,241	6,378	8.2	386	.5	1,207	1.5	212	.3	70,058	89.5
GS- 1 THRU 4	19,076	3,165	16.6	112	.6	635	3.3	33	.2	15,131	79.3
GS- 5 THRU 8	23,819	1,967	8.3	123	.5	328	1.4	40	.2	21,361	89.7
GS- 9 THRU 11	21,337	998	4.7	88	.4	183	.9	70	.3	19,998	93.7
GS-12 THRU 13	11,514	212	1.8	36	.3	54	.5	34	.3	11,178	97.1
GS-14 THRU 15	2,411	35	1.5	27	1.1	7	.3	35	1.5	2,307	95.7
GS-16 THRU 18	84	1	1.2							83	98.8
TOTAL WAGE SYSTEMS.....	16,017	2,103	13.1	97	.6	628	3.9	30	.2	13,159	82.2
UP THRU $5,499	316	24	7.6	4	1.3	9	2.8	2	.6	277	87.7
$ 5,500 THRU $ 6,999	3,894	1,009	25.9	28	.7	207	5.3	23	.6	2,627	67.5
$ 7,000 THRU $ 7,999	3,156	558	17.7	24	.8	243	7.7			2,331	73.9
$ 8,000 THRU $ 8,999	3,625	295	8.1	20	.6	114	3.1	1		3,195	88.1
$ 9,000 THRU $ 9,999	2,484	127	5.1	9	.4	25	1.0	3	.1	2,320	93.4
$10,000 THRU $13,999	2,410	90	3.7	12	.5	30	1.2	1		2,277	94.5
$14,000 THRU $17,999	89									89	100.0
$18,000 AND OVER	43									43	100.0
TOTAL POSTAL FIELD SERVICE.....	62,239	6,260	10.1	335	.5	110	.2	39	.1	55,495	89.2
PFS- 1 THRU 5*	51,360	5,522	10.8	303	.6	91	.2	30	.1	45,414	88.4
PFS- 6 THRU 9	8,670	674	7.8	31	.4	19	.2	3		7,943	91.6
PFS-10 THRU 12	1,520	51	3.4	1	.1			3	.2	1,465	96.4
PFS-13 THRU 16	604	13	2.2					3	.5	588	97.4
PFS-17 THRU 19	80									80	100.0
PFS-20 THRU 21	5									5	100.0
TOTAL OTHER PAY SYSTEMS	1,209	37	3.1	5	.4	2	.2	2	.2	1,163	96.2
UP THRU $6,499	443	30	6.8	3	.7					410	92.6
$ 6,500 THRU $ 9,999	446	5	1.1	1	.2	2	.4	1	.2	437	98.0
$10,000 THRU $13,999	214			1	.5			1	.5	212	99.1
$14,000 THRU $17,999	48	1	2.1							47	97.9
$18,000 THRU $25,999	41	1	2.4							40	97.6
$26,000 AND OVER	17									17	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY

TABLE 5-10

SAN FRANCISCO CIVIL SERVICE REGION
INCLUDES CALIFORNIA AND NEVADA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	301,568	44,066	14.6	16,726	5.5	1,602	.5	11,900	3.9	227,274	75.4
TOTAL GENERAL SCHEDULE OR SIMILAR.....	131,492	11,481	8.7	4,488	3.4	765	.6	4,727	3.6	110,031	83.7
GS- 1 THRU 4	30,283	5,267	17.4	1,531	5.1	291	1.0	1,029	3.4	22,165	73.2
GS- 5 THRU 8	37,364	4,369	11.7	1,544	4.1	250	.7	1,584	4.2	29,617	79.3
GS- 9 THRU 11	36,331	1,336	3.7	999	2.7	149	.4	1,371	3.8	32,476	89.4
GS-12 THRU 13	22,263	447	2.0	359	1.6	63	.3	636	2.9	20,758	93.2
GS-14 THRU 15	5,053	60	1.2	54	1.1	12	.2	107	2.1	4,820	95.4
GS-16 THRU 18	198	2	1.0	1	.5					195	98.5
TOTAL WAGE SYSTEMS.....	87,078	14,983	17.2	6,918	7.9	575	.7	4,037	4.6	60,565	69.6
UP THRU $5,499	222	43	19.4	40	18.0	3	1.4	4	1.8	132	59.5
$ 5,500 THRU $ 6,999	6,942	2,174	31.3	620	8.9	39	.6	754	10.9	3,355	48.3
$ 7,000 THRU $ 7,999	11,094	2,615	23.6	1,355	12.2	97	.9	656	5.9	6,371	57.4
$ 8,000 THRU $ 8,999	19,896	4,899	24.6	1,899	9.5	172	.9	786	4.0	12,140	61.0
$ 9,000 THRU $ 9,999	30,935	4,150	13.4	2,180	7.0	185	.6	1,315	4.3	23,105	74.7
$10,000 THRU $13,999	16,819	1,087	6.5	801	4.8	74	.4	516	3.1	14,341	85.3
$14,000 THRU $17,999	1,004	14	1.4	22	2.2	5	.5	5	.5	958	95.4
$18,000 AND OVER	166	1	.6	1	.6			1	.6	163	98.2
TOTAL POSTAL FIELD SERVICE.....	81,191	17,488	21.5	5,273	6.5	260	.3	3,096	3.8	55,074	67.8
PFS- 1 THRU 5*	68,209	15,332	22.5	4,645	6.8	222	.3	2,512	3.7	45,498	66.7
PFS- 6 THRU 9	10,631	1,985	18.7	568	5.3	37	.3	515	4.8	7,526	70.8
PFS-10 THRU 12	1,768	131	7.4	47	2.7	1	.1	55	3.1	1,534	86.8
PFS-13 THRU 16	531	39	7.3	12	2.3			13	2.4	467	87.9
PFS-17 THRU 19	49	1	2.0	1	2.0			1	2.0	46	93.9
PFS-20 THRU 21	3									3	100.0
TOTAL OTHER PAY SYSTEMS	1,807	114	6.3	47	2.6	2	.1	40	2.2	1,604	88.8
UP THRU $6,499	548	82	15.0	25	4.6	1	.2	25	4.6	415	75.7
$ 6,500 THRU $ 9,999	495	25	5.1	16	3.2	1	.2	8	1.6	445	89.9
$10,000 THRU $13,999	368	2	.5	4	1.1			4	1.1	358	97.3
$14,000 THRU $17,999	141	2	1.4	2	1.4			2	1.4	135	95.7
$18,000 THRU $25,999	166	3	1.8					1	.6	162	97.6
$26,000 AND OVER	89									89	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

1970 MINORITY GROUP STUDY TABLE 5-11

SEATTLE CIVIL SERVICE REGION
INCLUDES IDAHO, MONTANA, OREGON, WASHINGTON AND ALASKA

FULL-TIME EMPLOYMENT AS OF NOVEMBER 30, 1970

PAY SYSTEM	TOTAL FULL-TIME EMPLOYEES	NEGRO		SPANISH SURNAMED		AMERICAN INDIAN		ORIENTAL		ALL OTHER EMPLOYEES	
	NUMBER	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
TOTAL ALL PAY SYSTEMS..	103,669	3,115	3.0	546	.5	2,233	2.2	1,264	1.2	96,511	93.1
TOTAL GENERAL SCHEDULE OR SIMILAR.....	53,937	1,035	1.9	255	.5	1,312	2.4	573	1.1	50,757	94.1
GS- 1 THRU 4	12,206	477	3.9	95	.8	603	4.9	131	1.1	10,900	89.3
GS- 5 THRU 8	15,627	323	2.1	90	.6	437	2.8	186	1.2	14,591	93.4
GS- 9 THRU 11	15,886	157	1.0	43	.3	187	1.2	150	.9	15,349	96.6
GS-12 THRU 13	8,504	62	.7	20	.2	70	.8	85	1.0	8,267	97.2
GS-14 THRU 15	1,644	15	.9	7	.4	15	.9	21	1.3	1,586	96.5
GS-16 THRU 18	65	1	1.5							64	98.5
TOTAL WAGE SYSTEMS.....	26,329	1,150	4.4	166	.6	750	2.8	288	1.1	23,975	91.1
UP THRU $5,499	61	2	3.3			4	6.6	10	16.4	45	73.8
$ 5,500 THRU $ 6,999	1,461	118	8.1	20	1.4	96	6.6	52	3.6	1,175	80.4
$ 7,000 THRU $ 7,999	2,821	307	10.9	31	1.1	100	3.5	86	3.0	2,297	81.4
$ 8,000 THRU $ 8,999	4,180	217	5.2	30	.7	169	4.0	42	1.0	3,722	89.0
$ 9,000 THRU $ 9,999	7,958	254	3.2	46	.6	129	1.6	65	.8	7,464	93.8
$10,000 THRU $13,999	7,589	201	2.6	28	.4	210	2.8	28	.4	7,122	93.8
$14,000 THRU $17,999	1,889	45	2.4	10	.5	37	2.0	4	.2	1,793	94.9
$18,000 AND OVER	370	6	1.6	1	.3	5	1.4	1	.3	357	96.5
TOTAL POSTAL FIELD SERVICE.....	22,128	912	4.1	120	.5	158	.7	385	1.7	20,553	92.9
PFS- 1 THRU 5*	17,957	773	4.3	108	.6	134	.7	298	1.7	16,644	92.7
PFS- 6 THRU 9	3,406	129	3.8	12	.4	20	.6	84	2.5	3,161	92.8
PFS-10 THRU 12	537	4	.7			4	.7	3	.6	526	98.0
PFS-13 THRU 16	200	6	3.0							194	97.0
PFS-17 THRU 19	26									26	100.0
PFS-20 THRU 21	2									2	100.0
TOTAL OTHER PAY SYSTEMS	1,280	18	1.4	5	.4	13	1.0	18	1.4	1,226	95.8
UP THRU $6,499	331	11	3.3	2	.6	9	2.7	2	.6	307	92.7
$ 6,500 THRU $ 9,999	420	3	.7	2	.5	2	.5	9	2.1	404	96.2
$10,000 THRU $13,999	378	2	.5	1	.3	2	.5	5	1.3	368	97.4
$14,000 THRU $17,999	70	1	1.4							69	98.6
$18,000 THRU $25,999	69	1	1.4					2	2.9	66	95.7
$26,000 AND OVER	12									12	100.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

PAY RATES OF THE GENERAL SCHEDULE (5 U.S.C 5332), AS ADJUSTED BY EXECUTIVE ORDER 11576, JANUARY 8, 1971

(The top line opposite each grade number shows the rates which became effective beginning with the first pay period on or after January 1, 1971. The second line shows the rates which were formerly in effect beginning with the first pay period on or after December 27, 1969.)

GENERAL SCHEDULE - BASIC PER ANNUM RATES

GRADE	1	2	3	4	5	6	7	8	9	10	AMT. OF WITHIN-GRADE INCREASE
1	**$4,326** $4,125	**$4,470** $4,262	**$4,614** $4,399	**$4,758** $4,536	**$4,902** $4,673	**$5,046** $4,810	**$5,190** $4,947	**$5,334** $5,084	**$5,478** $5,221	**$5,622** $5,358	**$ 144** $ 137
2	**4,897** 4,621	**5,060** 4,775	**5,223** 4,929	**5,386** 5,083	**5,549** 5,237	**5,712** 5,391	**5,875** 5,545	**6,038** 5,699	**6,201** 5,853	**6,364** 6,007	**163** 154
3	**5,524** 5,212	**5,708** 5,386	**5,892** 5,560	**6,076** 5,734	**6,260** 5,908	**6,444** 6,082	**6,628** 6,256	**6,812** 6,430	**6,996** 6,604	**7,180** 6,778	**184** 174
4	**6,202** 5,853	**6,409** 6,048	**6,616** 6,243	**6,823** 6,438	**7,030** 6,633	**7,237** 6,828	**7,444** 7,023	**7,651** 7,218	**7,858** 7,413	**8,065** 7,608	**207** 195
5	**6,938** 6,548	**7,169** 6,766	**7,400** 6,984	**7,631** 7,202	**7,862** 7,420	**8,093** 7,638	**8,324** 7,856	**8,555** 8,074	**8,786** 8,292	**9,017** 8,510	**231** 218
6	**7,727** 7,294	**7,985** 7,537	**8,243** 7,780	**8,501** 8,023	**8,759** 8,266	**9,017** 8,509	**9,275** 8,752	**9,533** 8,995	**9,791** 9,238	**10,049** 9,481	**258** 243
7	**8,582** 8,098	**8,868** 8,368	**9,154** 8,638	**9,440** 8,908	**9,726** 9,178	**10,012** 9,448	**10,298** 9,718	**10,584** 9,988	**10,870** 10,258	**11,156** 10,528	**286** 270
8	**9,493** 8,956	**9,809** 9,255	**10,125** 9,554	**10,441** 9,853	**10,757** 10,152	**11,073** 10,451	**11,389** 10,750	**11,705** 11,049	**12,021** 11,348	**12,337** 11,647	**316** 299
9	**10,470** 9,881	**10,819** 10,210	**11,168** 10,539	**11,517** 10,868	**11,866** 11,197	**12,215** 11,526	**12,564** 11,855	**12,913** 12,184	**13,262** 12,513	**13,611** 12,842	**349** 329
10	**11,517** 10,869	**11,901** 11,231	**12,285** 11,593	**12,669** 11,955	**13,053** 12,317	**13,437** 12,679	**13,821** 13,041	**14,205** 13,403	**14,589** 13,765	**14,973** 14,127	**384** 362
11	**12,615** 11,905	**13,036** 12,302	**13,457** 12,699	**13,878** 13,096	**14,299** 13,493	**14,720** 13,890	**15,141** 14,287	**15,562** 14,684	**15,983** 15,081	**16,404** 15,478	**421** 397
12	**15,040** 14,192	**15,541** 14,665	**16,042** 15,138	**16,543** 15,611	**17,044** 16,084	**17,545** 16,557	**18,046** 17,030	**18,547** 17,503	**19,048** 17,976	**19,549** 18,449	**501** 473
13	**17,761** 16,760	**18,353** 17,319	**18,945** 17,878	**19,537** 18,437	**20,129** 18,996	**20,721** 19,555	**21,313** 20,114	**21,905** 20,673	**22,497** 21,232	**23,089** 21,791	**592** 559
14	**20,815** 19,643	**21,509** 20,298	**22,203** 20,953	**22,897** 21,608	**23,591** 22,263	**24,285** 22,918	**24,979** 23,573	**25,673** 24,228	**26,367** 24,883	**27,061** 25,538	**694** 655
15	**24,251** 22,885	**25,059** 23,648	**25,867** 24,411	**26,675** 25,174	**27,483** 25,937	**28,291** 26,700	**29,099** 27,463	**29,907** 28,226	**30,715** 28,989	**31,523** 29,752	**808** 763
16	**28,129** 26,547	**29,067** 27,432	**30,005** 28,317	**30,943** 29,202	**31,881** 30,087	**32,819** 30,972	**33,757** 31,857	**34,695** 32,742	**35,633** 33,627		**938** 885
17	**32,546** 30,714	**33,631** 31,738	**34,716** 32,762	**35,801** 33,786	**36,886*** 34,810						**1,085** 1,024
18	**37,624*** 35,505										

*The rate of basic pay for employees at these rates is limited by section 5308 of title 5 of the United States Code, as added by the Federal Pay Comparability Act of 1970, to the rate for level V of the Executive Schedule (as of the effective date of this salary adjustment, $36,000).

THIS SCHEDULE APPLIES ONLY TO U. S. POST OFFICE DEPARTMENT

Salary Rates in Effect Prior to, and as of April 18, 1970, for Employees in the Postal Field Service

POSTAL FIELD SERVICE SCHEDULE OF ANNUAL SALARY RATES

(Top Line in each level-RATE EFFECTIVE Apr. 19, 1970 Second Line in each level-RATE EFFECTIVE Dec. 27, 1969.)

LEVEL	PER ANNUM RATES AND STEPS												STEP INCREASE
	1	2	3	4	5	6	7	8	9	10	11	12	
PFS-1	$5,178	$5,351	$5,524	$5,697	$5,870	$6,043	$6,216	$6,389	$6,562	$6,735	$6,908	$7,081	$173
	4,794	*4,954*	*5,114*	*5,274*	*5,434*	*5,594*	*5,754*	*5,914*	*6,074*	*6,234*	*6,394*	*6,554*	*160*
PFS-2	5,597	5,784	5,971	6,158	6,345	6,532	6,719	6,906	7,093	7,280	7,467	7,654	187
	5,182	*5,355*	*5,528*	*5,701*	*5,874*	*6,047*	*6,220*	*6,393*	*6,566*	*6,739*	*6,912*	*7,085*	*173*
PFS-3	6,050	6,252	6,454	6,656	6,858	7,060	7,262	7,464	7,666	7,868	8,070	8,272	202
	5,602	*5,789*	*5,976*	*6,163*	*6,350*	*6,537*	*6,724*	*6,911*	*7,098*	*7,285*	*7,472*	*7,659*	*187*
PFS-4	6,540	6,758	6,976	7,194	7,412	7,630	7,848	8,066	8,284	8,502	8,720	8,938	218
	6,056	*6,258*	*6,460*	*6,662*	*6,864*	*7,066*	*7,268*	*7,470*	*7,672*	*7,874*	*8,076*	*8,278*	*202*
PFS-5	7,072	7,307	7,542	7,777	8,012	8,247	8,482	8,717	8,952	9,187	9,422	9,657	235
	6,548	*6,766*	*6,984*	*7,202*	*7,420*	*7,638*	*7,856*	*8,074*	*8,292*	*8,510*	*8,728*	*8,946*	*218*
PFS-6	7,643	7,898	8,153	8,408	8,663	8,918	9,173	9,428	9,683	9,938	10,193	10,448	255
	7,077	*7,313*	*7,549*	*7,785*	*8,021*	*8,257*	*8,493*	*8,729*	*8,965*	*9,201*	*9,437*	*9,673*	*236*
PFS-7	8,262	8,537	8,812	9,087	9,362	9,637	9,912	10,187	10,462	10,737	11,012	11,287	275
	7,650	*7,905*	*8,160*	*8,415*	*8,670*	*8,925*	*9,180*	*9,435*	*9,690*	*9,945*	*10,200*	*10,455*	*255*
PFS-8	8,931	9,229	9,527	9,825	10,123	10,421	10,719	11,017	11,315	11,613	11,911	.....	298
	8,269	*8,545*	*8,821*	*9,097*	*9,373*	*9,649*	*9,925*	*10,201*	*10,477*	*10,753*	*11,029*	.....	*276*
PFS-9	9,655	9,977	10,299	10,621	10,943	11,265	11,587	11,909	12,231	12,553	.....	.....	322
	8,940	*9,238*	*9,536*	*9,834*	*10,132*	*10,430*	*10,728*	*11,026*	*11,324*	*11,622*	.....	.....	*298*
PFS-10	10,417	10,765	11,113	11,461	11,809	12,157	12,505	12,853	13,201	13,549	.....	.....	348
	9,645	*9,967*	*10,289*	*10,611*	*10,933*	*11,255*	*11,577*	*11,899*	*12,221*	*12,543*	.....	.....	*322*
PFS-11	11,574	11,960	12,346	12,732	13,118	13,504	13,890	14,276	14,662	15,048	.....	.....	386
	10,717	*11,074*	*11,431*	*11,788*	*12,145*	*12,502*	*12,859*	*13,216*	*13,573*	*13,930*	.....	.....	*357*
PFS-12	12,857	13,286	13,715	14,144	14,573	15,002	15,431	15,860	16,289	16,718	.....	.....	429
	11,905	*12,302*	*12,699*	*13,096*	*13,493*	*13,890*	*14,287*	*14,684*	*15,081*	*15,478*	.....	.....	*397*
PFS-13	14,285	14,761	15,237	15,713	16,189	16,665	17,141	17,617	18,093	18,569	.....	.....	476
	13,227	*13,668*	*14,109*	*14,550*	*14,991*	*15,432*	*15,873*	*16,314*	*16,755*	*17,196*	.....	.....	*441*
PFS-14	15,871	16,400	16,929	17,458	17,987	18,516	19,045	19,574	20,103	20,632	.....	.....	529
	14,695	*15,185*	*15,675*	*16,165*	*16,655*	*17,145*	*17,635*	*18,125*	*18,615*	*19,105*	.....	.....	*490*
PFS-15	17,634	18,222	18,810	19,398	19,986	20,574	21,162	21,750	22,338	22,926	.....	.....	588
	16,328	*16,872*	*17,416*	*17,960*	*18,504*	*19,048*	*19,592*	*20,136*	*20,680*	*21,224*	.....	.....	*544*
PFS-16	19,589	20,242	20,895	21,548	22,201	22,854	23,507	24,160	24,813	25,466	.....	.....	653
	18,138	*18,743*	*19,348*	*19,953*	*20,558*	*21,163*	*21,768*	*22,373*	*22,978*	*23,583*	.....	.....	*605*
PFS-17	21,764	22,490	23,216	23,942	24,668	25,394	26,120	26,846	27,572	28,298	.....	.....	726
	20,152	*20,824*	*21,496*	*22,168*	*22,840*	*23,512*	*24,184*	*24,856*	*25,528*	*26,200*	.....	.....	*672*
PFS-18	24,181	24,987	25,793	26,599	27,405	28,211	29,017	29,823	30,629	31,435	.....	.....	806
	22,390	*23,136*	*23,882*	*24,628*	*25,374*	*26,120*	*26,866*	*27,612*	*28,358*	*29,104*	.....	.....	*746*
PFS-19	26,865	27,760	28,655	29,550	30,445	31,340	32,235	33,130	34,025	34,920	.....	.....	895
	24,875	*25,704*	*26,533*	*27,362*	*28,191*	*29,020*	*29,849*	*30,678*	*31,507*	*32,336*	.....	.....	*829*
PFS-20	29,847	30,842	31,837	32,832	33,827	34,822	35,505*	35,505*	.....	.....	.....	.....	995
	27,636	*28,557*	*29,478*	*30,399*	*31,320*	*32,241*	*33,162*	*34,083*	.....	.....	.....	.....	*921*
PFS-21	33,171	34,277	35,383	35,505*	35,505*	.....	.....	.....	.....	.....	.....	.....	1,106
	30,714	*31,738*	*32,762*	*33,786*	*34,810*	.....	.....	.....	.....	.....	.....	.....	*1,024*

*Salary limited to basic pay of GS-18 by H.R. 17070.

THIS SCHEDULE APPLIES ONLY TO U. S. POST OFFICE DEPARTMENT

Salary Rates in Effect Prior to, and as of April 19, 1970, for General Schedule Employees in the Post Office Department

BUREAU OF PERSONNEL - DEPARTMENT PERSONNEL OFFICE

GENERAL SCHEDULE-BASIC PER ANNUM RATES

(Top Line in each grade-RATE EFFECTIVE April 19, 1970)

(Second Line in each grade-RATE EFFECTIVE Dec. 28, 1969)

GRADE	PER ANNUM RATES AND STEPS										STEP INCREASE
	1	2	3	4	5	6	7	8	9	10	
GS-1	$ 4,455	$ 4,603	$ 4,751	$ 4,899	$ 5,047	$ 5,195	$ 5,343	$ 5,491	$ 5,639	$ 5,787	$ 148
	4,125	*4,262*	*4,399*	*4,536*	*4,673*	*4,810*	*4,947*	*5,084*	*5,221*	*5,358*	*137*
GS-2	4,991	5,157	5,323	5,489	5,655	5,821	5,987	6,153	6,319	6,485	166
	4,621	*4,775*	*4,929*	*5,083*	*5,237*	*5,391*	*5,545*	*5,699*	*5,853*	*6,007*	*154*
GS-3	5,629	5,817	6,005	6,193	6,381	6,569	6,757	6,945	7,133	7,321	188
	5,212	*5,386*	*5,560*	*5,734*	*5,908*	*6,082*	*6,256*	*6,430*	*6,604*	*6,778*	*174*
GS-4	6,321	6,532	6,743	6,954	7,165	7,376	7,587	7,798	8,009	8,220	211
	5,853	*6,048*	*6,243*	*6,438*	*6,633*	*6,828*	*7,023*	*7,218*	*7,413*	*7,608*	*195*
GS-5	7,072	7,307	7,542	7,777	8,012	8,247	8,482	8,717	8,952	9,187	235
	6,548	*6,766*	*6,984*	*7,202*	*7,420*	*7,638*	*7,856*	*8,074*	*8,292*	*8,510*	*218*
GS-6	7,878	8,140	8,402	8,664	8,926	9,188	9,450	9,712	9,974	10,236	262
	7,294	*7,537*	*7,780*	*8,023*	*8,266*	*8,509*	*8,752*	*8,995*	*9,238*	*9,481*	*243*
GS-7	8,746	9,038	9,330	9,622	9,914	10,206	10,498	10,790	11,082	11,374	292
	8,098	*8,368*	*8,638*	*8,908*	*9,178*	*9,448*	*9,718*	*9,988*	*10,258*	*10,528*	*270*
GS-8	9,672	9,995	10,318	10,641	10,964	11,287	11,610	11,933	12,256	12,579	323
	8,956	*9,255*	*9,554*	*9,853*	*10,152*	*10,451*	*10,750*	*11,049*	*11,348*	*11,647*	*299*
GS-9	10,671	11,026	11,381	11,736	12,091	12,446	12,801	13,156	13,511	13,866	355
	9,881	*10,210*	*10,539*	*10,868*	*11,197*	*11,526*	*11,855*	*12,184*	*12,513*	*12,842*	*329*
GS-10	11,739	12,130	12,521	12,912	13,303	13,694	14,085	14,476	14,867	15,258	391
	10,869	*11,231*	*11,593*	*11,955*	*12,317*	*12,679*	*13,041*	*13,403*	*13,765*	*14,127*	*362*
GS-11	12,857	13,286	13,715	14,144	14,573	15,002	15,431	15,860	16,289	16,718	429
	11,905	*12,302*	*12,699*	*13,096*	*13,493*	*13,890*	*14,287*	*14,684*	*15,081*	*15,478*	*397*
GS-12	15,327	15,838	16,349	16,860	17,371	17,882	18,393	18,904	19,415	19,926	511
	14,192	*14,665*	*15,138*	*15,611*	*16,084*	*16,557*	*17,030*	*17,503*	*17,976*	*18,449*	*473*
GS-13	18,101	18,705	19,309	19,913	20,517	21,121	21,725	22,329	22,933	23,537	604
	16,760	*17,319*	*17,878*	*18,437*	*18,996*	*19,555*	*20,114*	*20,673*	*21,232*	*21,791*	*559*
GS-14	21,214	21,921	22,628	23,335	24,042	24,749	25,456	26,163	26,870	27,577	707
	19,643	*20,298*	*20,953*	*21,608*	*22,263*	*22,918*	*23,573*	*24,228*	*24,883*	*25,538*	*655*
GS-15	24,716	25,540	26,364	27,188	28,012	28,836	29,660	30,484	31,308	32,132	824
	22,885	*23,648*	*24,411*	*25,174*	*25,937*	*26,700*	*27,463*	*28,226*	*28,989*	*29,752*	*763*
GS-16	28,671	29,627	30,583	31,539	32,495	33,451	34,407	35,363	35,505*	35,505*	956
	26,547	*27,432*	*28,317*	*29,202*	*30,087*	*30,972*	*31,857*	*32,742*	*33,627*	.....	*885*
GS-17	33,179	34,277	35,383	35,505*	35,505*	.....	.....	.....	.....	.....	1,106
	30,714	*31,738*	*32,762*	*33,786*	*34,810*	.....	.....	.....	.....	.....	*1,024*
GS-18	35,505	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
	35,505	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

POD SCHEDULE 4

*Salary limited to GS-18 by H.R. 17070.